



Pennsylvania State University Fraternity and Sorority Life Chapter Recognition and Standards of Excellence

Purpose

The mission of Fraternity and Sorority Life at Penn State is to be a safe, civil, and civically engaged extension of campus co-curricular life. The Office of Fraternity and Sorority Life at Penn State has established the Chapter Recognition and Standards of Excellence Program to support the planning, progress, and sustainability of social fraternities and sororities on campus along with acknowledging their achievements throughout the year.

Office of Fraternity and Sorority Life and Office of Fraternity and Sorority Compliance Support

The OFSL and OFSC is dedicated to supporting organizations to meet the recognition requirements and achieve the Standards of Excellence targets. Toward that end, the OFSL will provide the following:

Programming

- Membership Experience programs for first and second semester members that acclimate them to the fraternity and sorority community and communicate expectations and aspirations of fraternity and sorority membership.
- Leadership programming to provide aspiring leaders with vital skills and knowledge to become a positive impact on Penn State and beyond
- New officer training to provide foundational knowledge and expectations to better prepare new officers to lead their chapters and councils

Guidance and Accountability

- Advising, support, and guidance for the four governing councils, Order of Omega, Greek Sing, Greek Week, and other community initiatives, as appropriate
- Advising and support for individual organization success
- Oversight of the organizational conduct process of each of the four governing councils, in collaboration with the Office of Student Conduct
- Semesterly review of chapter recognition and annually achievement in Standards of Excellence

Resources

- Liaison and referrals to other campus offices that may assist chapters in providing programming and developmental opportunities for their members
- Communication regarding programming, outreach, service, and philanthropic opportunities throughout the year

Promotion and Recognition

- Recognition of chapters who are meeting or exceeding target areas, as well as implementing improvement plans to support those who are not
- Publicizing a report each semester (February & June) highlighting important aspects of each organization at Penn State and its achievement in Standards of Excellence
- Advertising the collective accomplishments of the community, as well as individual initiatives, as appropriate

Review of Chapter Standing

At the end of each semester, chapter activity will be reviewed and evaluated by the OFSL and OFSC. The OFSL will determine the progress and achievement of each chapter in all focus areas at the end of each spring semester, as well as the overall standing of each chapter at the end of each fall semester. Chapter leaders and advisors will receive a mid-year report in June each year and a final report in February each year. OFSL and OFSC coaches will meet with each chapter president and chapter advisor to discuss the organization's successes, areas for growth, and accountability measures.

Process

All chapters are responsible for reporting the Recognition Requirements and their activities and achievements by the deadlines established in this document or communicated by the OFSL or OFSC. Chapters are encouraged to report their activities as they occur to ensure all activities are reported accurately. However, at minimum, reports must be submitted by the deadlines articulated.

Chapters must comply with all provisions of the Recognition Requirements articulated in this document to be considered a recognized student organization. In addition, chapters that exceed all targets in any of the ten focus categories (i.e. Academic Achievement, Alumni Engagement, Campus and Community Involvement, Civic Engagement, Council Involvement, Education and Learning, Financial Stewardship, Health and Safety, Leadership Development, and Membership Development) will be considered for recognition of excellence in that area. Chapters that meet standards across six or more focus areas will be recognized for Standards Achievement. Chapters that exceed standards across six or more focus areas will be recognized as Chapters of Excellence. Conversely, chapters that fail to meet the majority of targets in one or more focus areas will meet with staff from the OFSL and the OFSC to evaluate and enact appropriate improvement or accountability measures.

Recognition Requirements

For a chapter to be a recognized organization through the OFSL and at the University, the chapter must update and provide information to the office each semester. Recognition requirements include:

Item	Item to be submitted	Method of Submission	Timeframe of submission
R.1	Chapter Certificate of Insurance	OrgCentral Form	<i>Annually by expiration date on the certificate</i>
R.2	Organization Re-Registration	OrgCentral Re-registration	<i>Spring: February 11 Fall: September 30</i>
R.3	Member/Officer Roster Update (any changes to members, new members, officers, and advisors)	OrgCentral Form	<i>Spring Roster 1: January 7 Spring Roster 2: April 29 Fall Roster 1: August 19 Fall Roster 2: December 9</i>
R.4	Signed Statement of Relationship by all Members	OrgCentral Form (Pre-Recruitment)	<i>Collected by OFSL upon joining the organization</i>

Failure to update or provide required information with the OFSL by the designated deadline will result in the organization being placed on a 'frozen' status. Organizations that are 'frozen' lose organization privileges, such as the ability to register or host social activities, book rooms on campus, utilize campus facilities, and participate in campus-sponsored events and programs.

Standards of Excellence

Focus Area 1: Excellence in Academic Achievement

Members of the fraternity and sorority community at Penn State will strive for excellence in their academic endeavors. Organizations will provide support for the academic achievement of chapter members to ensure their individual and collective intellectual development and academic success. The following standards will be used to evaluate each chapter's progress toward excellence in academic achievement.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
1.a	Chapter GPA at or above peer group average ¹	Below peer group average	At peer group average	Exceeds peer group average
1.b	Chapter New Member GPA at or above peer average ²	Below peer group average	At peer group average	Exceeds peer group average
1.c	Chapter GPA at or above Council average	Below Council average	At Council average	Above Council average
1.d	Academic Achievement Plan	Chapter does not submit or implement an Academic Achievement Plan	Chapter submits and implements an Academic Achievement Plan and reports their progress	Chapter submits and implements an Academic Achievement Plan that challenges members to strive for academic success, provides scholastic support, and recognizes improvement and excellence in academic performance and reports their progress

^{1, 2} Sororities will be compared to the all-women's GPA. Fraternities will be compared to the all-men's GPA. Organizations that have mixed gender membership will be compared to the all-undergraduate GPA. Organizations that have a racial or ethnic interest will be compared to the gender and race of their peer group for this assessment.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Academic Achievement Plan (1.d)	OrgCentral Form	<i>March 1</i>

Standards of Excellence

Focus Area 2: Excellence in Alumni Engagement

Fraternities and sororities are most successful when they maintain an active and positive relationship with their respective alumni and graduate chapters. The University believes that fraternities and sororities should discover and implement opportunities for alumni and graduate chapter members to remain involved in and informed of chapter activities. The following standards will be used to evaluate each chapter's progress toward excellence in alumni engagement.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
2.a	Alumni Engagement Plan	Chapter does not submit or implement an Alumni Engagement Plan	Chapter submits and implements an Alumni Engagement Plan and reports their progress	Chapter submits and implements an Alumni Engagement Plan that cultivates engagement amongst different levels and generations of alumni and reports their progress
2.b	Chapter provides alumni members opportunities to engage in chapter activities or remain informed of chapter life and events ⁴	Chapter does not provide communication or engagement opportunities to alumni or graduate members	Chapter publishes an annual alumni newsletter	Chapter publishes an annual alumni newsletter and hosts at least 1 program that engages alumni or graduate members in meaningful ways

⁴Events involving alcohol are excluded.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Items to be submitted	Method of Submission	Timeframe of submission
Alumni Engagement Plan (2.a)	OrgCentral Form	<i>March 1</i>
Program Evaluation (2.b)	OrgCentral Form	<i>April 29 and December 9</i>

Standards of Excellence

Focus Area 3: Excellence in Campus and Community Involvement

Members in the fraternity and sorority community will participate in activities that help them to build positive relationships and learn about various areas and individuals throughout the Penn State and State College community. The following standards will be used to evaluate each chapter's progress toward excellence in campus and community involvement.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
3.a	Chapter engages in University or State College community events focused on campus pride and traditions, career and academic enhancement, and diversity and inclusion ⁵	Chapter does not engage in at least 2 University or State College community events with 100% of its membership participating	Chapter engages in at least 2 University or State College community events with 100% of its membership participating	Chapter engages in at least 2 University or State College community events with 200% of its membership participating
3.b	Chapter members participate in student organizations, campus leadership opportunities, or challenging academic activities outside of their fraternity or sorority (ex. new student orientation, housing and residence life, honors college, undergraduate research)	Less than 70% of the chapter's membership participates in involvement opportunities outside of their fraternity or sorority	At least 70% of the chapter's membership participates in involvement opportunities outside of their fraternity or sorority	At least 85% of the chapter's membership participates in involvement opportunities outside of their fraternity or sorority and/or members hold executive board leadership positions in outside involvement opportunities

⁵Events requiring chapter participation to meet governing council obligations are excluded. Organization meetings or events primarily sponsored by fraternities, sororities, or governing councils also do not fulfill this standard.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Program Evaluations (3.a)	OrgCentral Form	<i>April 29 and December 9</i>
Member Involvement List (3.b)	OrgCentral Form	<i>April 29 and December 9</i>

Standards of Excellence

Focus Area 4: Excellence in Civic Engagement

Members in the fraternity and sorority community will participate in activities that allow them to become positively engaged in and give back to their local, state, national, and global communities. This includes involvement in community service, service-learning, and philanthropic activities. The following standards will be used to evaluate each chapter's progress toward excellence in civic engagement.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
4.a	Chapter members participate in hands-on community service opportunities ⁶	Average number of hours per chapter member is less than 10 hours per year	Average number of hours per chapter member is between 10-12 hours per year with more than 75% of the membership actively volunteering	Average number of hours per chapter member is more than 12 hours per year with more than 75% of the membership actively volunteering
4.b	Chapter collectively engages in community service projects ⁷	Chapter does not engage in community service projects with more than 50% of the membership actively volunteering	Chapter engages in at least 1 community service project with more than 50% of the membership actively volunteering	Chapter engages in education and reflection prior to and following community service projects to enhance members' sense of civic responsibility and understanding of other identities and cultures
4.c	Chapter members raise money or goods to donate to worthwhile causes	Average number of dollars raised per chapter member is less than \$20 per year	Average number of dollars raised per chapter member is between \$20-\$25 per year with more than 75% of the membership actively participating	Average number of dollars raised per chapter member is more than \$25 per year with more than 75% of the membership actively participating
4.d	Chapter collectively implements philanthropic events and develops goals for funds raised ⁸	Chapter does not implement philanthropic events in which more than 50% of the membership raises money or goods	Chapter implements at least 1 philanthropic event in which more than 50% of the membership raises money or goods	Chapter engages in education and reflection prior to and following philanthropy events to enhance members' sense of civic responsibility and understanding of other identities and cultures

^{6,7}Working or attending a philanthropy event does not qualify as community service hours. Community service is active participation and hands-on interactions with organizations or individuals that benefit from your time, allowing you to make a connection between yourself, the skills you offer, and the needs of the community.

⁸Participating in or attending a philanthropy event does not qualify. Fraternities and sororities must sponsor and host an event that raises money for a worthwhile cause outside of THON.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Community Service Hours (4.a)	OrgCentral Form	<i>April 29 and December 9</i>
Money or Goods Raised (4.c)	OrgCentral Form	<i>April 29 and December 9</i>
Program Evaluations (4.b, 4.d)	OrgCentral Form	<i>April 29 and December 9</i>

Standards of Excellence

Focus Area 5: Excellence in Council Involvement

Fraternities and sororities are most successful when they maintain positive and supportive relationships with chapters across all four fraternity and sorority governing councils at Penn State. The University believes that fraternities and sororities should collaborate with their inter/national organizations and actively participate in their respective governing council. The following standards will be used to evaluate each chapter's progress toward excellence in council involvement.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
5.a	Chapter is recognized and maintains good standing with a governing council (IFC, MGC, NPHC, PHC) ⁹	Chapter is not in good standing with a governing council	Chapter is in good standing with a governing council	Chapter is considered a model organization among its peers based on criteria outlined by a governing council
5.b	Chapter participates in events with each governing council and/or chapters from each governing council ¹⁰	Chapter does not participate in events with each governing council and/or chapters from each governing council	Chapter engages in at least 4 events, 1 with each governing council and/or chapters from each governing council, with 100% of its membership participating	Chapter engages in at least 4 events, 1 with each governing council and/or chapters from each governing council, with 200% of its membership participating

⁹Governing councils will provide documentation of chapter standing at the end of each semester.

¹⁰Events involving alcohol or recruitment/intake are excluded.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Program Evaluations (5.b)	OrgCentral Form	<i>April 29 and December 9</i>

Standards of Excellence

Focus Area 6: Excellence in Education and Learning

Fraternalities and sororities at Penn State will enhance their members' individual and personal development by providing high-impact experiences and learning opportunities. These activities should promote leadership, self-awareness, teamwork, critical thinking, cultural competence, creativity, and intellectual growth. The following standards will be used to evaluate each chapter's progress toward excellence in education and learning.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
6.a	Chapter engages in educational programs addressing diversity and inclusion, hazing, mental health and wellness, sexual violence prevention, alcohol and other drugs, healthy relationships, values alignment, accountability, or bystander intervention ¹¹	Chapter engages in less than 3 educational programs with more than 50% of the membership actively participating	Chapter engages in 3-5 educational programs with more than 50% of the membership actively participating	Chapter engages in 6 or more educational programs with more than 50% of the membership actively participating
6.b	Engagement in First Semester of Membership Experience sponsored by the OFSL (New Member Academy, Sexual Violence Prevention, Alcohol Skills Training Education, and PreventZone Brave and Bold Dialogues)	Less than 100% of the chapter's first semester members completed required First Semester of Membership Experience Canvas modules.	100% of the chapter's first semester members completed required First Semester of Membership Experience Canvas modules.	N/A
6.c	Engagement in Second Semester of Membership Experience sponsored by the OFSL (PreventZone, Hazing Prevention 101, PreventZone Fraternity and Sorority Life Module, Social Identities Peer Education, Inclusive Leadership, Ethical and Responsible Decision-Making)	Less than 100% of the chapter's second semester members completed required Second Semester of Membership Experience Canvas modules.	100% of the chapter's second semester members completed required Second Semester of Membership Experience Canvas modules.	Chapter members serve as peer facilitators for Second Semester of Membership Social Identities Education.

¹¹Educational programs fulfilling University or inter/national organization sanctions for misconduct or policy violations are excluded.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Items to be submitted	Method of Submission	Timeframe of submission
Program Evaluations (6.a)	OrgCentral Form	<i>April 29 and December 9</i>
First Semester of Membership Experience Completion (6.b)	Canvas	<i>Collected by OFSL</i>
Second Semester of Membership Experience Completion (6.c)	Canvas	<i>Collected by OFSL</i>

Standards of Excellence

Focus Area 7: Excellence in Financial Stewardship

Fraternities and sororities are most successful when they employ sound financial practices that reflect stewardship and create transparency. As a result, members are able to evaluate their membership experience and return on investment. The following standards will be used to evaluate each chapter's progress toward excellence in financial stewardship.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
7.a	Chapter prepares a budget to present to its membership and advisor for approval ¹²	Chapter does not submit evidence of a prepared budget	Chapter submits evidence of a prepared budget approved by its membership and advisor	Chapter submits evidence of a prepared budget that is approved by its membership and advisor and considers the organization's stewardship and members' return on investment
7.b	Chapter conducts a mid-year assessment, evaluating its financial successes and failures ¹³	Chapter does not conduct a mid-year assessment	Chapter conducts and submits evidence of a mid-year assessment	Chapter conducts and submits evidence of a mid-year assessment that considers and reflects on the organization's stewardship and members' return on investment
7.c	Chapter conducts a year-end assessment, evaluating its financial successes and failures ¹⁴	Chapter does not conduct a year-end assessment	Chapter conducts and submits evidence of a year-end assessment	Chapter conducts and submits evidence of a year-end assessment that considers and reflects on the organization's stewardship and members' return on investment
7.d	Chapter hosts fundraisers to supplement chapter finances and increase member accessibility	Chapter does not host fundraisers	Chapter hosts and evaluates at least 1 fundraiser	Chapter hosts and evaluates 2 or more fundraisers

¹²Appropriate evidence includes a prepared chapter budget and/or a letter confirming approval of the prepared budget by chapter membership signed by the chapter advisor. Concerning line items may result in further conversations with your OFSL chapter coach.

^{13, 14}Appropriate evidence includes official chapter expense reports and/or a written analysis signed by the chapter advisor.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Chapter Budget (7.a)	OrgCentral Form	March 1
Chapter Budget Assessment (7.b, 7.c)	OrgCentral Form	April 29 and December 9
Program Evaluations (7.d)	OrgCentral Form	April 29 and December 9

Standards of Excellence

Focus Area 8: Excellence in Health & Safety

Members of the fraternity and sorority community at Penn State shall comply with risk management policies set forth by the University and their inter/national organization. Fraternities and sororities have a responsibility to create and maintain safe, constructive, and positive spaces for their members and guests. Organizations that are placed on conduct probation during the calendar year due to misconduct or policy violations will automatically be issued a 'needs improvement' rating for the health and safety focus area. The following standards will be used to evaluate each chapter's progress toward excellence in chapter health and safety.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
8.a	Risk Management and Safety Plan ¹⁵	Chapter does not submit or implement a Risk Management and Safety Plan	Chapter submits and implements a Risk Management and Safety Plan and reports their progress	Chapter submits and implements a Risk Management and Safety Plan that includes intervention strategies based on the PREFF model and reports their progress
8.b	Engagement in required Risk Management/Event Planning programs sponsored by the OFSL/OFSC ¹⁶	Chapter is not represented at required Risk Management/Event Planning programs	Chapter is represented by required members and officers at Risk Management/Event Planning programs	Chapter members serve as student facilitators for Risk Management/Event Planning programs
8.c	Engagement in the 3 Health and Safety Modules sponsored by the OFSL and OFSC (Risk Mitigation Training, Event Monitor Training, De-Escalation Training)	Less than 25% of the chapter completed all 3 Health and Safety Canvas Modules	At least 25% of the chapter completed all 3 Health and Safety Canvas Modules	At least 50% of the chapter completed all 3 Health and Safety Canvas Modules
8.d	Chapter encourages members to participate in cumulative programs or serve as peer educators for health and safety prevention efforts (ex. Greeks Care, HealthWorks, Men Against Violence, Peers Helping Reaffirm, Educate, and Empower-PHREE)	Chapter has partial or no participation in cumulative prevention programs	5% of the chapter or 1 member (whichever is larger) participates in cumulative prevention program	Chapter members serve as peer educators for a cumulative prevention program

¹⁵Chapters are not permitted to register or host social activities until an acceptable Risk Management and Safety Plan is submitted and approved by the OFSC.

¹⁶Officer absences due to scheduling or academic commitments must be excused by the OFSL, in writing, at least 2 weeks prior to the program. Officer absences due to family or medical emergencies must be excused by the OFSL, in writing, at least 24 hours prior to the program. Failure to achieve full participation each semester may impact the organization's status.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life and Office of Fraternity and Sorority Compliance:

Items to be submitted	Method of Submission	Timeframe of submission
Risk Management and Safety Plan (8.a)	OrgCentral Form	<i>Spring: February 1</i> <i>Fall Check-In Meeting: September 9</i>
Risk Management/Event Planning Program Attendance (8.b)	OrgCentral Involvement and Canvas	<i>Collected by OFSL and OFSC</i>
Health and Safety Module Completion (8.c)	Canvas	<i>Collected by OFSL and OFSC</i>
Cumulative Prevention Program Participation (8.d)	Orgcentral Membership Involvement Form	<i>April 29 and December 9</i>

Standards of Excellence

Focus Area 9: Excellence in Leadership Development

Fraternalities and sororities at Penn State will foster leadership potential within their members throughout all stages of their academic career by providing and encouraging meaningful experiences locally and inter/nationally. These activities should promote integrity, responsible and ethical decision-making, and setting an example for others. The following standards will be used to evaluate each chapter's progress toward excellence in leadership development.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
9.a	Engagement in Chapter Officer Transition Experience sponsored by the OFSL (Logistics and Planning, Vision and Goal Setting, Teambuilding and Expectations, Officer Goals)	Less than 80% of the incoming executive board completes the Chapter Officer Transition Experience Canvas Modules and submits officer goals.	80% of the incoming executive board completes the Chapter Officer Transition Experience Canvas Modules and submits officer goals.	100% of the incoming executive board completes the Chapter Officer Transition Experience Canvas Modules and submits officer goals.
9.b	Officer Transitions ¹⁷	Chapter does not plan or implement a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers	Chapter plans and implements a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers	Chapter plans and implements a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers that includes engagement in mid-range (3-5 years) chapter planning and goal setting
9.c	Engagement in officer training programs sponsored by the OFSL and OFSC (Spring Leadership Kickoff, Fall Leadership Kickoff, Caring/Compassion/Mindfulness Training) ¹⁸	Chapter has partial or no participation in officer training programs.	Chapter has full participation in officer training programs.	N/A
9.d	Engagement in leadership development retreats sponsored by the OFSL (Emerging Leaders Retreat, Summer Leadership Institute) ¹⁸	Chapter is not represented at leadership development retreats.	Chapter is represented by members at leadership development retreats.	Chapter members apply for or serve as peer facilitators at leadership development retreats.
9.e	Engagement in leadership programs or business meetings sponsored by the chapter's inter/national or regional organization (Officer Training, Convention, Conclave, Regional Conference, etc...)	Chapter is not represented at an inter/national or regional leadership program or business meeting	At least 1 chapter member attended an inter/national or regional program or business meeting	Chapter hosts at least 1 inter/national or regional program or business meeting or sends more than the minimum number of representatives

¹⁷Chapter advisors, graduate chapter members, regional representatives, or inter/national representatives should be involved in officer transition activities. In addition, officers should collectively prepare goals to move the chapter towards excellence as defined by the University and their inter/national organization.

¹⁸Officer or member absences due to scheduling or academic commitments must be excused by the OFSL, in writing, at least 2 weeks prior to the program. Officer or member absences due to family or medical emergencies must be excused by the OFSL, in writing, at least 24 hours prior to the program. As a reminder, many inter/national organizations offer scholarships to members interested in attend regional or national leadership programs outside of OFSL or their respective inter/national organization.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life and Office of Fraternity and Sorority Compliance:

Items to be submitted	Method of Submission	Timeframe of submission
Chapter Officer Transition Experience Completion (g.a)	Canvas	<i>Collected by OFSL</i>
Program Evaluations (g.b & g.e)	OrgCentral Form	<i>April 29 and December 9</i>
Officer Trainings Participation (g.c)	OrgCentral Involvement	<i>Collected by OFSL</i>
Leadership Development Retreats Participation (g.d)	OrgCentral Involvement	<i>Collected by OFSL</i>

Standards of Excellence

Focus Area 10: Excellence in Membership Development

Members of the fraternity and sorority community will participate in activities that allow them to develop the knowledge, skills, and dispositions to become well-rounded and civically-engaged. Chapter leadership will work with their members to identify appropriate opportunities for growth and development. The following standards will be used to evaluate each chapter's progress toward excellence in membership development.

Item	Standard	Needs Improvement	Meets Standard	Exceeds Standard
10.a	Engagement in recruitment or intake strategy education sponsored by the OFSL (Recruitment/Intake Officers Training, General Member Training)	Chapter has partial or no participation in recruitment or intake strategy education programs.	Chapter has full participation in recruitment or intake strategy programs.	N/A
10.b	Recruitment Plan ¹⁹	Chapter does not submit or implement a Recruitment Plan	Chapter submits and implements a Recruitment Plan and reports their progress	Chapter submits and implements a Recruitment Plan that includes proactive, intentional activities that focus on building authentic relationships with prospective members and reports their progress
10.c	First Semester of Membership Plan ²⁰	Chapter does not submit or implement a First Semester of Membership Plan	Chapter submits and implements a First Semester of Membership Plan and reports their progress	Chapter submits and implements a First Semester of Membership Plan that includes new member goal setting and reports their progress
10.d	Membership Development Plan	Chapter does not submit or implement a Membership Development Plan	Chapter submits and implements a Membership Development Plan and reports their progress	Chapter submits and implements a Membership Development Plan that includes strategies to increase member retention and address member development across all years of their college experience and reports their progress
10.e	Chapter hosts or supports activities that promote brotherhood/sisterhood and spending quality time with other members (ex. intramural teams, chapter retreats, movie nights) ²¹	Chapter does not engage in brotherhood/sisterhood activities	Chapter engages in and evaluates at least 2 brotherhood/sisterhood activities	Chapter engages in and evaluates at least 2 brotherhood/sisterhood activities that include a discussion of how members define brotherhood/sisterhood and what expectations they have of one another

¹⁹Submitted plans should comply with inter/national policies and include activities and experiences that are meaningful, positive, safe, and constructive. Chapters are not permitted to conduct recruitment activities until an acceptable Recruitment Plan is submitted and approved by the OFSL each semester.

²⁰Submitted plans should comply with inter/national policies and be conducive to strong academic performance of all new members. Included activities and experiences should be meaningful, positive, safe, and constructive. Chapters are not permitted to conduct new member activities until an acceptable First Semester of Membership Plan is submitted and approved by the OFSL each semester.

²¹Activities must be 'members-only' to qualify. Formal and informal interactions are appropriate. Mandatory chapter meetings or events and events involving alcohol are excluded. Semester-long events, such as intramural teams, only need to be documented once each semester.

Reporting

Each chapter must submit the following to the Office of Fraternity and Sorority Life:

Item to be submitted	Method of Submission	Timeframe of submission
Recruitment or Intake Strategy Education Participation (10.a)	OrgCentral Involvement	<i>Collected by OFSL</i>
Recruitment Plan (10.b)	OrgCentral Form	<i>Spring: December 10, 2021 Fall: April 29</i>
First Semester of Membership Plan (10.c)	OrgCentral Form	<i>Spring: January 21 Fall: September 2</i>
Membership Development Plan (10.d)	OrgCentral Form	<i>March 1</i>
Program Evaluations (10.e)	OrgCentral Form	<i>April 29 and December 9</i>

Improvement and Accountability Measures

Improvement and accountability measures are intended to provide support and guidance for chapters that are not meeting a majority of the targets in one or more of the focus areas. The following table provides an overview of the action a chapter should expect:

Target Deficiency	Corrective Action
Deficiency in 1-4 focus areas	Chapter works with their OFSL and OFSC coaches to create a recovery plan addressing area(s) of deficiency
Deficiency in 5 or more focus areas ²²	Chapter made insufficient progress toward minimum standards and works with their OFSL and OFSC coaches to create a recovery plan addressing areas of deficiency
Deficiency in 5 or more focus areas (consecutive years with no improvement) ²³	Chapter made insufficient progress toward minimum standards and must participate in a conversation with their OFSL and OFSC coaches, respective governing council president or designated officer, chapter advisor, inter/national organization representative, and any other relevant stakeholders to demonstrate commitment to remain recognized at Penn State. Following the conversation, the OFSL and respective governing council president or designated officer will determine the status of the chapter moving forward. University recognition may be withdrawn. If recognition is not withdrawn, specific requirements will be developed that are designed to help the chapter address the most significant deficiencies. Failure to adhere to these requirements will result in loss of recognition.

^{22, 23}Fraternities and sororities that are deficient in meeting minimum standards will need to ensure that they are complying with all University and inter/national policies. In addition, they are required to conduct regular meetings with their OFSL and OFSC coaches to reflect on their organization's deficiencies and evaluate their progress toward meeting the expectations outlined in each focus area. Governing councils may issue additional sanctions or requirements when organizations do not successfully meet minimum standards.