



Eastern Michigan University Fraternity & Sorority Life
Fraternity & Sorority Life Standards and Assessment Program
Integration of Purpose Assessment

Community Standards & Assessment Program

CSAP is the framework that we are utilizing to define fraternal excellence. This program calls for members of each fraternity and sorority to meet with an array of faculty, staff, alumni, volunteers, and members of the greater community to discuss how the chapters are living up to the core values of the fraternity/sorority community as defined by our students. The standards are broken into five areas: **Integration of Purpose, Intellectual Development, Leadership Development, Positive Relationships and Civic Engagement**. These areas are further defined in training, and on the EMU FSL website. Representatives from all chapters will meet with two evaluators for each of these standard areas.

Each organization will then be evaluated on how well they incorporate the community values into their chapter and individual behaviors/programming. Evaluators will also provide positive and constructive feedback as a part of the conversation. This feedback loop is an important part of achieving continual progress and development for our chapters. The results of these evaluations are connected to our annual chapter awards. Organizations can be recognized for Excellence in an area for receiving the highest rating. In addition, organizations receiving overall excellence in the core criteria will be named Chapters of Excellence.

Integration of Purpose

The chapter will understand the purpose and values of their organization and educate its members on how these ideals relate to their daily activities. The chapter will foster and promote environments that are consistent with their purpose. Individuals within the chapter will take ownership of their organizational values and be responsible to them.

Questions:

- What are the values (purpose) of your organization? Why are these values important? *If a chapter is having trouble articulating this give them examples of what values may look like. Ex: Leadership, truth, justice etc... (As an FYI Alpha Gamma Delta cannot share their values but can share their purpose.)*
- How does your chapter instill these values within its membership and its daily operations? How does this show up in your chapter's interactions with each other and the larger FSL community?
- What personal development programs do you offer your members to educate them on these values (your purpose)?
- What policies are in place to hold members accountable to these values? *(If the chapter is having trouble articulating this, try simplifying and asking how do you hold each other accountable.)*
- What personal development programs do you offer your members and new members to educate them on these values? Is there an opportunity for reflection afterwards on how your programs are congruent with your values?

Rubric for Scoring

Level 1	Level 2	Level 3	Level 4	Level 5
Chapter has a difficult time articulating their organization's values (purpose) or cannot articulate their organization's values (purpose).	Chapter can articulate the values (purpose) of their organization but cannot articulate the importance of these values (purpose) to the organization.	Chapter can articulate the values (purpose) of their organization and has a proper understanding of why these are important to their organization.	Chapter can articulate the values (purpose) of their organization and can articulate why these values (purpose) are an important part of Fraternity & Sorority Life.	Chapter has a thorough understanding of their organization's values (purpose) and can properly articulate their values (purpose). Chapter can express why their values (purpose) are an important part of Fraternity & Sorority Life and why they are vital to their organization.
Chapter cannot articulate activities that show the actions of the organization or their members are congruent with the values of the organization.	Chapter can articulate some activities that show the actions of some members are congruent with the values of the organization and some actions of the organization that are values congruent.	Chapter can articulate activities that show the collective action of the organization and the personal action of some members are congruent with their organization's values.	Chapter can articulate consistent activities that show the collective action of the organization are congruent to the values of the organization. Chapter has some examples of the personal action that is congruent with their values but it is not from a majority of their members.	Chapter is able to articulate consistent activities that show the collective action of the organization and the personal actions of a large majority of their members are congruent with their organization's values.
Chapter has no education program in place for any of their members about their values.	Chapter has some sort of education about the values of the organization but no formal program in place. This applies to both members and new incoming members.	Chapter has an education program in place to ensure proper education about the organization's values to their members. This focuses upon what the values are and not why they are critical to the organization and Fraternity & Sorority Life. Chapter has some programming for the education of values to their new members. This program only focuses upon what their values are and not the meaning behind why they are important to the organization and Fraternity & Sorority Life.	Chapter has an education program in place to ensure that the members of their organization are informed of their values and why they are important to the organization and Fraternity & Sorority Life. Chapter has an education program in place to inform their new members of the importance of their values and why they are important to the organization and Fraternity & Sorority Life.	Chapter has consistent and on-going programming in place to ensure that their members are properly educated about their values and the importance of these values for the organization and why they are vital to Fraternity & Sorority Life. Chapter has an on-going program in place to properly educate their new members about the organization's values and the importance of these values for the organization and for Fraternity & Sorority Life.
Chapter has no program or system in place to hold members accountable for their actions.	Chapter has no specific program in place to hold members accountable for their actions but does utilize their judicial system.	Chapter has a system in place to hold members accountable for their actions. This system is dependent upon reactive action and punishment rather than proactive action and education.	Chapter has a system in place to hold members accountable for their actions. This system is largely proactive but they are still dependent upon punishment of individuals instead of education.	Chapter has a proactive system in place that ensures the members are holding one another accountable for their actions. This can be through education, mediation, or other systems that do not punish individuals but instead make the accountability check a positive learning process.
Chapter has no reflection at any point during the semester.	Chapter has a reflection at some point in the year. This reflection focuses upon what they have done and not why they have done these actions.	Chapter hosts a reflection at some time throughout the semester to discuss how their actions have been values congruent. This reflection does not occur consistently.	Chapter hosts an organized reflection after some of the events they are associated with. This reflection discusses how the activity was congruent with their values.	After any function that is affiliated with the chapter, a structured reflection occurs that discusses how the activity was values congruent.

Overall Assessment Score:

1-----2-----3-----4-----5
Poor Average Excellent

Summary/Notes:

Please provide a rationale for your evaluation.

Please provide the strengths of the chapter.

Please provide opportunities for improvement for the chapter.

Explain the level of professional conduct during your interaction with the chapter.