

OFFICE OF FRATERNITY AND SORORITY LIFE RELATIONSHIP STATEMENT FOR THE FRATERNITY AND SORORITY COMMUNITY AND WOFFORD COLLEGE



Wofford College's Mission Statement

Wofford College's mission is to provide superior liberal arts education that prepares its students for extraordinary and positive contributions to a global society. The focus of Wofford's mission is upon fostering commitment to excellence in character, performance, leadership, service to others and lifelong learning. Wofford strives for sustainability in all aspects of college life through respect for the environment and through our core values.

Wofford College's Statement of Core Values

Wofford College is committed to these core values, which reflect both the United Methodist tradition of the college and values common to faith-based and secular philosophies:

- Collaborative teaching and learning
 - Freedom of inquiry
 - Academic excellence
 - Intellectual curiosity
 - Critical thinking
 - Integrity
- Community and global engagement
 - Diversity and inclusiveness
 - Sustainability

Purpose of the Relationship Statement

Fraternal organizations and sororities have been a part of Wofford College and the co-curricular program since 1869. Sororities have enhanced our campus life program since the 1975. Owing to a foundation based on social and moral character, good citizenship and a commitment to true fraternal culture, fraternities and sororities (sometimes referred to as Greek-letter organizations) often constitute a valuable component of the student experience and complement the curricular and co-curricular aims of the College. Fraternities and sororities recognized by Wofford College are expected to make positive contributions to our college community. Members of these organizations should conduct themselves in accordance with the shared values and expectations of their affiliate inter/national organizations and the College.

This Relationship Statement between Wofford College, its fraternities and sororities, and their respective inter/national organizations formalizes those shared values and expectations that are instrumental in ensuring a mutually beneficial alliance between all the parties. Among the specific areas addressed are scholarship and academic performance; philanthropy and community service efforts; new member and membership intake education; leadership; programming; diversity, equity, and inclusion; advising; and alumni relations. In short, this Relationship Statement serves as the basis for ensuring (1) the positive presence and continued contributions of fraternities and sororities at Wofford College, and (2) that each party to this document is working to enable each other to meet and exceed their individual missions and goals.

Relationship Statement

I. Scholarship and Academic Performance

It is assumed that a student at Wofford College, by virtue of enrollment, is here primarily for an education. Accordingly, it is expected that the basic academic relationship between the student and the College will be enhanced, and not impaired, by a student's membership in a fraternity or sorority. It should be a primary goal of all fraternities and sororities to lead in the effort to promote academic success.

To this end, fraternity and sorority chapters are expected to:

- A. Establish standards of academic performance for both current and new/prospective members.** All chapters will be expected to maintain a minimum average GPA of 2.75 each semester. Chapters currently under a 2.75 average GPA will participate in the Fraternity and Sorority Community Academic program developed by the Office of Fraternity and Sorority Life. Chapters failing to meet the 2.75 average GPA three semesters in a row will have their student organization registration suspended for one academic year.
- B. Recruit members who are in good academic standing, with the understanding of the effect that entering members' GPAs have on the chapter as a whole.** The minimum cumulative GPA for all entering members must be at least 2.0 to participate in recruitment activities as that puts students "in good standing" with the College. However, each organization has minimum GPA requirements established by the chapter and their inter/national organizations. The College highly recommends that the chapter does not extend membership to those below their minimum requirements unless there are extenuating circumstances.
- C. Demonstrate support of academic success in the larger College community by providing programming that focuses on academic skills and strategies.** Chapters also are urged to take advantage of educational programs and services, such as the Peer Tutoring program and the Writing Center.
- D. Use their own intervention programs to improve scholarship, in addition to providing study halls for members.**

Wofford College will provide the following support to chapters:

- A. The Office of Fraternity and Sorority Life will annually recognize the chapters that meet or exceed academic standards set for fraternities and sororities.**
- B. In order to help chapters fulfill academic expectations, the Office of Fraternity and Sorority Life will keep chapters informed of study skills training and other services through the Peer Tutoring program, the Writing Center, the personal librarian program, and the Office of Student Success.**
- C. The College will assist chapters in developing and implementing academic improvement plans when necessary.**
- D. The Office of Fraternity and Sorority Life will provide chapters with a roster of unsatisfactory mid-term grades where applicable and fall and spring grade reports.**

A chapter that fails to meet the minimum academic standard for Fraternity and Sorority organizations (average 2.75 semester GPA) will face the following sanctions:

Semester 1: Chapter will be placed on academic probation and required to submit academic improvement plan.

Semester 2: Chapter will lose social privileges, continued academic probation, and required to submit

an enhanced academic improvement plan.
Semester 3: Chapter will lose their official recognition at the College.

In addition, falling below the standard minimum GPA may affect recognition in chapter awards. In order to improve academic standing, chapters will work closely with the Office of Fraternity and Sorority Life and their chapter advisor in order to establish interventions and programming to improve the academic performance of all members.

II. Diversity, Equity, and Inclusion

As is reflective of the Wofford College student body, the Fraternity and Sorority Life community is comprised of individuals representing a variety of heritages, backgrounds, experiences, and perspectives as well as organizations with unique histories and missions. As our students become more diverse, it is essential that the fraternity and sorority community honors and maintains an inclusive atmosphere.

To promote this effort, chapters are expected to:

- A. Honor the non-discrimination and bias policies established by their inter/national affiliate organizations and the College.**
- B. Develop an understanding of the uniqueness of each fraternity and sorority council and its constituent organizations, while actively seeking opportunities for collaboration with other organizations.**
- C. Sponsor an annual diversity, equity, and/or inclusion program for either the chapter or the campus community.**

Wofford College will provide the following support to chapters:

- A. Ongoing diversity education and programming through the efforts of the Office of Inclusive Engagement, Office of Diversity, Equity, & Inclusion, and other service areas.**
- B. Opportunities for fellowship and networking with multicultural populations through various cultural programs and through its support of multicultural student organizations.**
- C. Assistance with the development of multicultural and inclusive programming through the Office of Inclusive Engagement and Office of Diversity, Equity, & Inclusion.**

III. Philanthropy and Community Service

Fraternities and sororities are key participants in the College's ongoing efforts to serve the greater Upstate community as well as national organization initiatives. The fraternity and sorority tradition of service includes donating hundreds of volunteer hours as well as raising funds through philanthropic efforts. The continued leadership of the fraternity and sorority community in this area is essential to the success of Wofford College and the leadership development of its members.

To this end, chapters are expected to:

- A. Conduct at least one chapter-sponsored service project each semester.**
- B. Conduct at least one chapter-sponsored philanthropic fundraiser each semester.**
- C. Participate in one college-wide, all-fraternity/sorority community service or philanthropy per semester. Examples of events include, but are not limited to: Special Olympics, MLK Day of**

Service, Greek Village Clean Up Day, Greek Week efforts, etc. The Office of Fraternity and Sorority Life will make determinations about which events are approved for this expectation.

- D. The focus of these efforts should be directed towards projects that assist the Spartanburg area, campus community, or the national philanthropies of the chapters.
- E. In order to ensure proper tracking and recognition for excellence in service, chapters are required to submit volunteer hour summary reports each semester to the Office of Fraternity and Sorority Life. Additionally, photographs and detailed event descriptions should be submitted to assist with marketing and other public relations functions. Required percentages of chapter and/or chapter member participation will be determined by the Office of Fraternity and Sorority Life and/or one of the governing councils each year. This information will be provided to chapters in a timely manner to allow appropriate preparation by chapters.
- F. Contact with the media can be coordinated through the Office of Fraternity and Sorority Life and the Office of Marketing and Communications. Chapters are encouraged to submit ideas for press releases to these offices.

Wofford College will provide the following support to chapters:

- A. Various college offices will provide opportunities for chapters to participate in College-wide service projects and/or philanthropic fundraisers.
- B. College departments will provide leadership training that will assist chapters in their coordination of service projects and/or philanthropic fundraisers.
- C. The Office of Fraternity and Sorority Life will help provide community service/philanthropic events to fulfill service/philanthropic requirement through their advising of the governing councils.
- D. The Office of Fraternity and Sorority Life and the Office of Marketing and Communications will provide assistance with media relations and marketing.
- E. The Office of Fraternity and Sorority Life will track Fraternity and Sorority service hours and appropriately recognize and celebrate service initiatives.

IV. New Member/Membership Intake Education

Membership development is the lifeblood of fraternities and sororities. For chapters to thrive, they must continually recruit new members. It is the charge of fraternity and sorority organizations to enhance the experience of new/prospective members by providing membership education and utilizing ritual.

To this end, chapters are expected to:

- A. Ensure that all new and active members are currently enrolled, full-time Wofford College students.
- B. Ensure that all new member/membership intake activities reflect the core values of the College, including honor, academic excellence, and integrity.
- C. Ensure that new member/membership intake activities last no longer than seven academic weeks

after the Formal/Informal Recruitment/Intake Informational Meeting, and end no later than two weeks before the final exam week for spring semester.

D. **Contents of the new member education program must be approved by the Chapter Advisor, New Member Educator/Membership Intake chair, and the Office of Fraternity and Sorority Life.** Once approved, it may not be altered without approval by the same people. Contents of the new member education program must include the following:

1. **Anti-Hazing Statement:** This Hazing Compliance must be signed annually by all current chapter members. This, as well as your national's policies around hazing, should be submitted as the cover sheet to the new member education program.
2. **Statement of Purpose, including mission and goals of the program:** This should be a paragraph introducing the principles of the organization and the primary objectives of the program.
3. **Expectations of a New/Prospective Member:** New/prospective members should be fully informed of their obligations as a new/prospective member. Examples include GPA requirement, dues, community service hours, study hours, and chapter activities.
4. **Expectations of an Active Member:** New/prospective members should be fully informed of their obligations as an active member.
5. **Scholarship Program:** Academic performance should be the new/prospective member's number one priority while going through the new member education period. Programs should be set up and enforced that emphasize the importance of academics, and new/prospective member activities should never interfere with studying for serious projects or exams.
6. **Community Service Opportunities:** Service is an important aspect of all fraternity and sorority organizations. It is important that new/prospective members understand that membership in a fraternity and sorority organization will entail monthly community service.
7. **Leadership Development:** Leadership is an important aspect of fraternity and sorority life. Leadership should be nurtured in the new/prospective members from the beginning of the education period. New/prospective members can learn leadership skills in a variety of ways, including holding responsibilities (such as planning an event or community service day) or by assuming elected positions in the new member/membership intake class and pairing with their chapter counterparts.
8. **Campus Involvement:** It is important that new/prospective members are involved in organizations outside of the FSL community. Chapters will encourage their new/prospective members to join at least one campus organization outside of the chapter. Chapters need to document such participation.
9. **Risk Management:** New/prospective members should be knowledgeable as to how to manage risky behavior and situations. **All new members are encouraged to attend/participate in Alcohol.EDU or a comparable program.** Chapters will submit documentation of new member risk management program to OFSL annually.
10. **Financial Obligation/Education:** Many new/prospective members are unaware of the

financial commitment that is required to remain active. It is important that they understand that membership in a fraternity or sorority organization is a lifetime commitment, and part of that commitment is financial.

11. **Organization History:** Education regarding the history of the individual chapters is very important. Chapters must include the basic information that is to be taught to the new/prospective members, including the methods by which they will be tested on such information.

12. **Fraternity and Sorority Life Community Information:** New/prospective members should know the following about the Fraternity and Sorority Life community; all Fraternity and Sorority organizations at Wofford College, the functions and responsibilities of the governing councils, the Office of Fraternity and Sorority Life staff and location, and the concept of the Fraternity and Sorority Life community. It is highly suggested that new members are taught about the other chapters and councils in the Wofford College FSL Community. If assistance is needed to teach this information, OFSL staff will assist.

13. **Explanation of confidential reporting system for hazing violations within chapter.** New/prospective members should have the ability to talk with the active members regarding any hazing activities. Each chapter is required to have a system in place that encourages new/prospective members to come forward to report the activities regarding hazing incidents that may have occurred. In addition, students can submit alleged incidents or concerns through the silent witness form on the Campus Safety website.

14. **Internal judicial procedures to ensure all members are following the program:** Each chapter should have an internal judicial procedure to deal with violations of the new member/membership intake education program. Members should be held accountable for going against the ideals of the program and engaging in any hazing activities. In addition, the chapter president should work closely with their advisor and remain in communication with the Associate Dean of Students and Director of Fraternity & Sorority Life.

15. **Calendar of all new member/membership intake and chapter events, including dates and locations:** All new member/membership intake activities (including dates and times) should be listed on a calendar of events for the entire duration of new member/membership intake education.

16. **Detailed description of all new member/membership intake activities.** The program should include a detailed description of all new member/membership intake activities. As some activities are private, and ritualistic in nature, chapters should indicate those on their calendars.

- E. **No new member/membership intake or chapter activities may occur from 12:00 a.m. to 7:00 a.m. every day.** Any exceptions to this must be approved by the Chapter Advisor and the Office of Fraternity and Sorority Life. All activities should be included on the calendar and approved by the Chapter Advisor, New Member Educator/Membership Intake Chair, and the Office of Fraternity and Sorority Life.
- F. **Academic performance by a new member/membership intake class must take priority over new member/membership intake activities.** No required new activities may be scheduled that conflict with academic commitments. Chapters should develop and encourage study halls and study programs to encourage academic success that are unique for each chapter.
- G. **No alcohol shall be present at any new member/pledge/associate member/neophyte program, activity, or ritual of the chapter, nor should alcohol ever be given as a gift from a Big Brother/Sister to a**

Little Brother/Sister or vice versa.

- H. **ALL FORMS OF HAZING ARE PROHIBITED.** Each fraternity and sorority must provide each new member with information about the College Hazing Policy at <https://www.wofford.edu/student-experiences/fraternities-sororities/policies-resources> and in the Student Handbook at <https://www.wofford.edu/Wofford.edu/Documents/development/Student-Handbook.pdf>.

Wofford College will provide the following support to chapters:

- A. The Office of Fraternity and Sorority Life will work with chapters to create and ensure that their New Member/Membership Intake Program is in compliance with College expectations.
- B. A Hazing reporting mechanism will be offered via the Campus Life & Student Development and Campus Safety websites.
- C. The Office of Fraternity and Sorority Life will provide opportunities for students to showcase and debut their new members through the social media and public relations efforts.
- D. The Office of Fraternity and Sorority Life will encourage governing council leadership to host and facilitate critical conversations, speakers, and educational opportunities for new members, current members, and council leadership at least once a semester around the topic of hazing and new member education.

V. Leadership

Development of strong leadership among members of fraternities and sororities is vital to the success of these organizations and the system at large.

To this end, chapters are expected to:

- A. Have the President and at least one additional executive officer participate in the annual Greek Leader Summit each fall.
- B. Have at least one executive member attend the monthly Chamber leadership roundtable dinners hosted by the Office of Student Involvement.
- C. Nominate at least one member of the organization to participate in our annual Leadership Wofford program.
- D. Encourage their members to take part in leadership education opportunities offered from the national headquarter staff and other College-sponsored leadership initiatives.
- E. Ensure that their presidents provide consistent and open communication with the Office of Fraternity and Sorority Life staff.
- F. Have at least two delegates present for weekly governing council meetings.

Wofford College will provide the following support to chapters:

- A. The Office of Fraternity and Sorority Life will provide officer transition assistance to aid in the successful transition from old to new leadership through the Greek Leader Summit.

- B. The Office of Student Involvement will provide ongoing leadership development opportunities for all organizations through initiatives like The Chamber and Leadership Wofford.**

VI. Programming

Fraternity and sorority chapters have the responsibility to provide individual members and the entire campus with high-quality programs that encourage critical thinking around important social and cultural issues. It is also the charge of fraternity and sorority organizations to nurture current members and to enhance the experience of members by providing ongoing membership education and enhancement of brotherhood and sisterhood initiatives.

To this end, chapters are expected to:

- A. Elect/appoint a Chapter Educational Programming Chair who shall coordinate all educational programming.**

- B. Develop and submit an educational program plan for each academic year. Topics for inclusion in the Educational Program Plan include but are not limited to:**

1. One (1) workshop from each of the categories below must be presented to all members of the chapter annually.
 - o **Hazing**
 - o National Hazing Prevention Week
 - o Peer-to-peer advising
 - o **Sexual-assault/harassment prevention**
2. Additionally, one (1) workshop from any of the six (6) categories below must be presented to all members of the chapter per semester.
 - o **Values and Ethics**
 - o Leading with integrity
 - o "Balanced" man and woman programs
 - o **Academic Support**
 - o Study skills
 - o Academic integrity
 - o Time management
 - o Stress management
 - o Utilizing your academic advisor
 - o **Alcohol and Drug Education**
 - o Chronic and high-risk drinking in your chapter
 - o Responsible use of alcohol
 - o Response to illegal drugs
 - o **College/Community Outreach**

- o Outreach with on and off campus partner
- o Social programs
- o In-house program presentations on topics of interest to selected faculty members (current research interests, social interests, etc.)
- o **Diversity Education Which Includes Information On:**
 - o Imagery/ Perceptions
 - o Stereotypes
 - o Safe Zone
 - o Inclusive communities
- o **Personal Enrichment**
 - o Personal health and safety
 - o Career development/job search
 - o Financial planning
 - o Professional etiquette
 - o Campus Connect-suicide prevention
 - o Smoking cessation
 - o Healthy relationships/relationship violence

- C. Since most sororities and fraternities have programmatic expectations from their national organizations, the College will be flexible in permitting these to meet the campus requirement with prior approval from the Office of Fraternity and Sorority Life.** It should be noted that programs may occur during chapter meetings. These programs may be designated only for chapter members, may be conducted jointly with other organizations, or may be open to the College community as a whole.
- D. Each chapter is required to co-sponsor a minimum of one educational program per year with another Fraternity and Sorority organization.**

Wofford College will provide the following support to chapters:

- A. Staff members in the Office of Fraternity and Sorority Life will be available to assist chapters in creating program plans and to help suggest and research presenters for educational sessions.**

VII. Advising

Wofford College strongly supports the contributions that inter/national headquarters make to the fraternity and sorority community and the College. We feel that it is essential for each chapter to work closely with the representatives of their inter/national organizations to exemplify the ideals and values of those organizations within the FSL and campus communities. A Wofford faculty/staff advisor provides an additional layer of support for the organization as well.

To this end, it is expected that:

- A. Each chapter must have an alumni/ chapter advisor in accordance with the structure prescribed by the national organization. The Wofford College Student Handbook also requires a faculty/ staff advisor.** This advisor and/or advisor team will attend chapter meetings, advise the chapter standards and judicial council, advise the chapter executive board, and be represented at all initiations/ rituals. The advisor and/or advisor team will maintain communication with the inter/national organizations,

and their advisory model should reflect best practices established by the inter/national organizations.

- B. At minimum, the alumni/ chapter advisor team will oversee the following areas: ritual, recruitment, standards/judicial, finances, scholarship, and chapter operations.**

Wofford College will provide the following support to chapters:

- A. The Office of Fraternity and Sorority Life will assist chapters in identifying potential advisors by working with the Wofford College Office of Philanthropy + Engagement to identify local alumni, faculty, and staff with fraternity and sorority affiliations who may be interested in serving as advisors.**
- B. The College will provide advisors with timely communication regarding issues and concerns relating to campus Fraternity and Sorority Life and their respective chapters.**
- C. The Office of Fraternity and Sorority Life will facilitate an annual training for advisors to discuss common issues and facilitate communication.**

VIII. Alumni Relations

Active members of fraternities and sororities are expected to foster positive relationships with alumni in order to increase the visibility and continued connection to Wofford College.

To this end, chapters are expected to:

- A. Provide opportunities for alumni to be involved in chapter activities and keep them informed about events. Chapters will engage in at least one chapter/organizational alumni program, event, or meeting per year.**
- B. Work with their inter/national organizations to foster relationships and locate local alumni.**
- C. Foster working relationships between organizations and the Wofford College Office of Philanthropy + Engagement on campus.**

Wofford College will provide the following support to chapters:

- A. Connect chapters with The Office of Philanthropy + Engagement to evaluate current contact information for chapter alumni, when possible.**

Annual Review Process

To ensure all parties to this Relationship Statement are in compliance with all standards and shared expectations as outlined herein, **the Office of Fraternity and Sorority Life will initiate an annual review process every spring semester.** Additional reviews may be conducted on an as-needed basis at the request of a chapter, their inter/national organization, the Office of Fraternity and Sorority Life, or the Division of Campus Life and Student Development.

Fraternity and sorority chapters, alumni advisor teams, or inter/national organizations who violate these standards and shared expectations are at risk of losing their status as recognized student organizations at Wofford College. All chapters will be offered consultation, education, and required next steps throughout the annual review process. Standards and shared expectations not met by the chapters may also be listed on a Chapter Scorecard on the Fraternity and Sorority Life website.

Review and Revision

This Relationship Statement between the Fraternity and Sorority Life Community and Wofford College is expected to evolve. Chapters, in conjunction with Fraternity and Sorority Life staff, will review this Greek Relationship Statement every three years to determine if amendment and revision are required/necessary. Suggestions or proposed revisions to this document will be forwarded to the Director of Fraternity and Sorority Life for review and consideration. This statement is signed by the chapter leadership, primary advisor, OFSL staff, and Campus Life & Student Development leadership every three years.

Vice President of Campus Lite and Student Development, Wofford College

Associate Dean of Students, Wofford College

Director of Fraternity & Sorority Life, Wofford College

Chapter

Organization

Chapter Advisor

Date

Chapter President

Date

Chapter Officer

Date

Chapter Officer Date

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