MEMORANDUM

From: Angela Cottrell, Director, Office of Student Involvement
To: Mel Tyler, Vice Chancellor of Student Affairs and Enrollment Management
CC: Eric Grospitch, Assistant Dean of Students; Chapter Presidents; Chapter Advisors
Date: December 4, 2012
Subject: Fraternity & Sorority Affairs Academic Plan Proposal

Academic success has been identified as one of the six strategic priority areas by the Fraternity and Sorority Task Force. Within five years, the overall objective is to have every chapter consistently achieve a GPA that is above the all-campus average.

In partnership with the Office of Student Involvement, chapters are charged to coordinate academic support services for its members using UMKC support services and resources as well as develop programs that encourage and recognize academic achievement and stimulate intellectual growth for their members. As part of this partnership, the following academic plan is being proposed for all current and future chapters that are members of the UMKC fraternity and sorority community.

ACADEMIC PLAN

Chapters must meet or exceed a required semester grade point average. The required grade point averages are scaled as follows:

- 2013: 2.5
- 2014: 2.6
- 2015: 2.65
- 2016: 2.7
- 2017: 2.75

The Assistant Director for the Office of Student Involvement will provide a scholarship performance report at the end of the fall and spring semesters. The report will be pulled when faculty members have submitted grades and based upon membership from chapter rosters. Chapters should strive to be above the all men’s or women’s GPA. This academic plan is in addition to the guidelines already established by each inter/national organization which specifies a minimum grade point average requirement for membership, initiation, holding office, and chapter member good standing.

It is highly encouraged that each council (Collegiate Panhellenic Council, Interfraternity Council, and National Pan-Hellenic Council) establish an executive board scholarship position which can help assist chapters and the Office of Student Involvement in the recommendations as articulated below.
Academic Excellence

The Office of Student Involvement Academic Awards are designed to recognize and reward individuals and chapters who excel academically and embody the academic mission of fraternities and sororities. The following is a list of annual awards and recognition opportunities designed to highlight the outstanding academic achievement of fraternity and sorority members and their chapters.

- Individual chapter members achieving at least a 3.5 or better will be invited to attend the Academic Excellence luncheon held each semester. Chancellor Morton and Vice Chancellor Tyler will be asked to attend this event.
- Chapters who exceed the required minimum grade point average will be featured in a UNews advertisement as well as through social media.
- Individual chapter members who achieve a 4.0 semester grade point average will receive a “Greek Scholar” t-shirt provided by the Office of Student Involvement.
- At the Annual Greek Leadership Awards, a chapter/member from each council will received recognition in the following areas:
  - Highest Overall Chapter GPA
  - Most Improved GPA
  - Best New Member GPA
  - Greek Scholar

In addition, chapters who achieve a semester GPA of 3.0 or higher will be eligible to receive $200 from the Office of Student Involvement to be used for academic recognition activities. Chapters who exceed the required semester GPA will be awarded a monetary amount to be used for academic incentives. Chapters will be compensated as follows: 2.6--$25, 2.7--$50, 2.8—$75, and 2.9 and above--$100. All funds will be allocated through the Office of Student Involvement.

Academic Probation/Support/Suspension

Chapters who fail to meet the overall chapter semester GPA requirements will be placed on academic probation/support/suspension and will be notified in writing. A description of academic support/probation/suspension is provided below.

First Term—Academic Support

The Assistant Director for the Office of Student Involvement will provide written communication to the chapter president, chapter advisor(s), and the inter/national headquarters stating the conditions of academic support, which include:

- Developing and submitting a chapter scholarship program within the first two weeks of the semester in which the chapter is placed on academic support. A scholarship program can be defined as a plan that the chapter will implement to help raise the chapter semester GPA back to the minimum requirement or higher. A minimum of two academic success workshops for chapter members during the academic support term must be included in the scholarship
program. The scholarship program must be signed and submitted by the chapter president, scholarship officer, and the chapter advisor.

- Schedule a meeting between the Assistant Director for the Office of Student Involvement, the chapter president, scholarship officer, and the chapter advisor to discuss the seriousness of the poor academic performance and the scholarship plan (no later than two weeks after notification). The scholarship plan must be submitted at this meeting.
- Inform the inter/national headquarters of the status of academic support.
- Implement mandatory study hours for chapter members during the semester sanctioned. Study hours must be in effect the entire semester. A log of study hours should be collected by the scholarship officer and can be requested by the Assistant Director for the Office of Student Involvement.
- Chapters will be required to identify a faculty advisor on campus to help serve as an academic resource.
- The chapter will be allowed to host two (2) social events during the first semester they are on academic support. Only one (1) of these social events may include the service of alcoholic beverages.
- The appropriate chapter officer must attend all corresponding council meetings as well as any mandatory meetings required by the Assistant Director for the Office of Student Involvement.
- The president and scholarship officer must meet once a month with the Assistant Director for the Office of Student Involvement to discuss successes and challenges of the new plan.

Failure to comply with any of the above conditions and/or of the requirements automatically and immediately places the chapter on Academic Probation.

**Second Consecutive Term—Academic Probation**

The Assistant Director for the Office of Student Involvement will provide written communication to the chapter president, chapter advisor(s), and the inter/national headquarters stating the conditions of academic probation, which include:

- Request from the University to the inter/national headquarters for a meeting between representatives of the inter/national office, chapter president, chapter advisor and University officials.
- Review and revise current chapter scholarship plan within the first two weeks of the semester in which the chapter status progresses from academic support to academic probation. The updated scholarship plan must include a reflection of what components were missing in the previous scholarship program since the previously established plan did not result in raising the chapter to a minimum semester GPA. The revised plan should provide an assessment of the two academic success workshops hosted the previous semester and a description of what two scholarship programs will be implemented this semester and why they were selected for the chapter. The revised scholarship program must be signed by the chapter president, scholarship officer, and the chapter advisor. Chapter leadership is encouraged to collaborate with the Office of Student Involvement when revising the academic plan.
As a result of academic probation, the chapter will be placed on social probation. During the probation period the chapter may not participate in social events (mixers, date parties, semi-formal, formal, etc.). If unclear of what constitutes a social event, chapter leadership must consult with the Office of Student Involvement.

Schedule a meeting with the chapter president, recruitment/intake chair(s), the chapter advisor, and the Assistant Director for the Office of Student Involvement to review current recruitment activities and new member programs.

Chapters will be required to identify a faculty advisor on campus to help serve as an academic resource.

The chapter will be allowed to participate in intramurals.

Continue mandatory study hours for chapter members during the probation semester. Assess previous mandatory study hours and determine if adjustments are necessary. Study hours must be in effect the entire semester and a log of study hours should be collected by the scholarship officer and can be requested by the Assistant Director for the Office of Student Involvement.

The appropriate chapter officer must attend all corresponding council meetings as well as any mandatory meetings required by the Assistant Director for the Office of Student Involvement.

The president, scholarship officer, and chapter advisor must meet once a month with the Assistant Director for the Office of Student Involvement to discuss ongoing efforts to bring the chapter GPA up to the required semester grade point average.

Failure to comply with any of the above conditions and/or of the requirements automatically and immediately places the chapter on academic suspension.

**Third Term—Academic Suspension**

The Assistant Director for the Office of Student Involvement will provide written communication to the chapter president, chapter advisor(s), and the inter/national headquarters stating the conditions of academic suspension, which include:

- Request from the University to the inter/national headquarters for a meeting between representatives of the inter/national office, chapter president, chapter advisor and University officials.
- The chapter must suspend all recruitment activities. The chapter will not be allowed to extend bids, host or participate in informational events, or conduct new member education/intake.
- Any chapter falling below the required average for three consecutive semesters must remain on social probation. During the suspension period the chapter may not participate in social events (mixers, date parties, semi-formal, formal, etc.). If unclear of what constitutes a social event, chapter leadership must consult with the Office of Student Involvement.
- Chapters are not permitted to participate in Greek Week or any council-led activities.
- The new member program must be revised and presented to the Assistant Director for the Office of Student Involvement to ensure the academic success of new members.
- All sanctions described in the academic probation section are in effect and must be addressed by chapter officers and chapter advisors.
Following Academic Suspension

If a chapter’s academic status does not meet the required standard at the end of the academic suspension period (three consecutive semesters below the required grade point average) the organization will be suspended from UMKC for a minimum of one year.

UMKC will partner with the inter/national headquarters during the campus suspension period, which is defined as a minimum one-year suspension. Before the suspension has been lifted, the chapter must create a formal presentation outlining a new plan for academic success and present inter/national support (in written form) for continuing recognition as a chapter.

Once reinstated, a chapter must meet the GPA requirement for a minimum of two semesters. Any chapter failing to meet this requirement will be suspended indefinitely.

Continued Academic Chapter Excellence

While a minimum semester GPA standard has been articulated through the above three-term process, the overarching goal articulated in the Fraternity and Sorority Strategic Plan is to increase academic chapter excellence. As such, the following are requirements for chapters who are above the minimum semester GPA requirement, but not achieving the all-campus average.

- 2.5-2.75 Chapter Semester GPA
  - Developing and submitting a chapter scholarship program within the first two weeks of the semester. A scholarship program can be defined as a plan that the chapter will implement to help increase the chapter semester GPA.
  - Schedule a meeting between the Assistant Director for the Office of Student Involvement, the chapter president, scholarship officer, and the chapter advisor to overview individual chapter membership grades and review the scholarship plan (no later than two weeks after notification).
  - Require that all members complete a mid-term grade report. This report template will be provided by the Office of Student Involvement.
  - Chapters will be required to identify a faculty advisor on campus to help serve as an academic resource.
  - Chapters will host one academic success workshop during the semester facilitated by the UMKC Office of Academic Success and Mentoring.

- 2.76-All-Campus Average
  - Developing and submitting a chapter scholarship program within the first two weeks of the semester. A scholarship program can be defined as a plan that the chapter will implement to help increase the chapter semester GPA.
  - Schedule a meeting between the Assistant Director for the Office of Student Involvement, the chapter president, scholarship officer, and the chapter advisor to overview individual chapter membership grades and review the scholarship plan (no later than two weeks after notification).
Chapters will host one academic success workshop during the semester facilitated by the UMKC Office of Academic Success and Mentoring.

Future Steps and Review of the Academic Plan

This academic plan will be reviewed on an annual basis to ensure the content provides a structure which best supports the fraternity and sorority community and seeks to attain the academic goals articulated in the Fraternity and Sorority Strategic Plan.

Furthermore, chapters will review best practices for scholarship and recruitment on an annual basis at a designated chapter advisors meeting.