Cathedral Standards of Excellence
Annual Chapter Assessment Program
2020 - 2021
Introduction

The purpose of the Cathedral Standards of Excellence Program is to establish standards which ensure every social fraternal organization at the University of Pittsburgh is fully committed to the highest quality of student experience for each of its members.

The Office of Fraternity and Sorority Life (OFSL) believes the Cathedral Standards of Excellence Program will form a basic standard for all fraternal organizations, and assist in supporting each organization’s development. The Cathedral Standards of Excellence Program will provide a framework for self-assessment, individual and group accountability, greater achievement of organizational goals, and the development of programs and practices that will lead to substantial enrichment of the fraternity and sorority experience. This program recognizes and rewards those organizations that consistently exceed expectations as well as provides guidance and support to those organizations that fail to meet the expectations of the University and the Fraternity and Sorority Life (FSL) Community.

Submission Requirements

The Cathedral Standards of Excellence will evaluate the Academic Year and will run from the 1st day of Fall Semester to April 1st of each year. There will be two submission dates: October 1st and April 1st. The submission dates are listed for each requirement.

Each item will have one of four types of documentation (color-coded throughout this document):

- **Office of Fraternity and Sorority Life** is responsible for collecting the information.
- Chapters must register the event on ENGAGE prior to the event prior to April 1st.
- Chapter will submit electronic documentation on ENGAGE in the Cathedral Standards of Excellence Folder by October 1st.
- Chapter will submit electronic documentation on ENGAGE in the Cathedral Standards of Excellence Folder by April 1st.

**Engage Submission Guidelines:**

- Use the folders created in Engage to make submissions easy to find.
- Don’t assume that items included in your constitution will be found. If an item is included in your constitution (e.g. judicial/standards board, academic standards, code of conduct) take it out of the constitution and create a separate document that is properly labeled.
- Label documents clearly.
- When uploading events in engage, label clearly what you want them to be counted for.
- Remember you can always ask for an update of your chapter’s status. Please ask questions and check in if something seems wrong.
Chapters will present their plan for fulfilling Cathedral Standards requirements at the beginning of the academic year to the OFSL staff. The purpose of this presentation is not only to inform the OFSL staff of the plans for the year, but to ensure that chapters plan ahead and are therefore more likely to meet all requirements. It is also an opportunity for staff to ask questions and provide feedback about events when they are still in the planning phase, rather than after they have already taken place. The expectation is not that every event is entirely planned at the time of this presentation, but that the chapter has an outline and concrete ideas for completing Cathedral Standards requirements.

- Presentations will take place August 24th - September 11th.
- Chapters will sign up for a 30-minute slot to present.
- This plan can be presented via PowerPoint, PDF, or however is best for the chapter, but it should demonstrate how the chapter will meet each requirement and identify the officer that will be responsible for each event or task.
- This should be a formal presentation.
- The chapter may have any relevant officers or advisors in the meeting, such as a programming chair, Cathedral Standards chair, etc. along with the chapter president.
- This format also allows for chapters to submit programming that is not explicitly stated in the requirements, but that they feel fulfills the same goals. Chapters could submit these substitutions in the presentation and OFSL staff will decide whether or not they are acceptable.

As your chapter plans for the 2020-2021 academic year, please keep in mind that this will be a very different year. Chapters are welcomed and encouraged to think of different ways of doing programming and fulfilling requirements than have been done in the past. Consider the well-being of your members and consider factors like Zoom fatigue. Consider making some programming asynchronous to ease the burden on members spending much of their day on video calls. Please use Cathedral Standards of Excellence as a tool to carefully plan for the year and make sure that in this time of uncertainty, you are providing an excellent quality experience for your members and providing a good return on their investment of time and money.

You can find a tracking spreadsheet here to download and utilize to keep track of your chapter’s progress throughout the year.
Chapter Membership

Standards for each chapter will be adjusted according to the number of members each chapter has. Chapter rosters will be collected at the beginning of the fall semester to determine the chapter’s qualification and requirements throughout the year will be based on these numbers. This will promote equity of standards for chapters within the fraternity and sorority life community. For each category, there will be standards for small, medium, and large size chapters. Chapters may go above and beyond the requirements in for their chapter standards, but at minimum must achieve the requirements for their chapter size.

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Assessment

*Note: Assessment is done at the discretion of OFSL staff. Both for the purposes of awards and threshold for requirements met, staff may make adjustments.*

Chapter Status

Chapters will be given results before the beginning of the following Fall Semester. Chapters will be given results on a five-star scale to correspond with the five categories of the Cathedral Standards of Excellence. Chapters will be given a star for each category in which they complete the minimum requirements. Each level of achievement affects status in the community for the following year. Chapter’s status from the Cathedral Standards will be shared publicly in the spring semester community report to promote transparency among the fraternity and sorority life community. The definitions of each status can be seen below:

**Five-Star Chapter** – Chapters met requirements in each category. These chapters will be considered for the Cathedral Award of Distinction and recognized at the FSL Awards.

**Four-Star Chapter** – Chapter met requirements in four categories.

**Three-Star Chapter** – Chapter met requirements in three categories.

**Two-Star, One-Star, and Deficient Chapters** – Chapter met requirements in two or fewer categories. These chapters will participate in regular meetings with their Chapter Coach in order to work toward meeting minimum standards by end of the second year. At these meetings, strategies for success will be discussed between the chapter president and the Chapter Coach.
Recognition of a chapter will be evaluated after not earning at least three stars for three consecutive years.

**Feedback**

Chapters will be provided with feedback from the Office of Fraternity and Sorority Life on each of their submitted categories (suggestions for improvement, potential resources, etc.) upon request. This will allow chapters to strive for excellence in all categories each and every year.

**Chapter Awards**

Chapter Awards will be based on submissions from the Cathedral Standards of Excellence Program, awarded during the Spring Semester.

**Chapter Awards**

The Chapter Awards recognize outstanding achievement in specific areas of chapter operations.

**Excellence Awards**

Excellence Awards recognize a chapter who has achieved a high level of excellence in the specific category from the Cathedral Standards of Excellence. An award is given for each of the five categories to a chapter in each governing council.

- Excellence in Academics Award
- Excellence in Member Development Award
- Excellence in Positive Relationships Award
- Excellence in Personal Responsibility Award
- Excellence in Civic Engagement Award

**Cathedral Awards of Distinction**

The Cathedral Award of Distinction (Cathedral Cup) is the highest honor bestowed upon one chapter of each governing council per year. This award takes into consideration all categories. **Note: general performance by the organization, council and community participation, as well as conduct records will also be taken into consideration when choosing award-winners.**
Individual Awards

The Individual Awards are presented each year to community members who have demonstrated outstanding achievements for the FSL Community and the University. All awards, with the exception of Fraternity Member & Sorority Member of the Year, are awarded for each council. Community members will submit separate applications for Individual Awards during the spring semester, and can submit multiple applications for each award, if applicable. Nominators can submit applications under the Fraternity and Sorority Life Awards tab at gogreek.pitt.edu. All award nominations are due April 1st, 2021.

**Fraternity Member & Sorority Member of the Year**

These awards are presented annually to the fraternity member and sorority member who are distinguished beyond their peers in all areas of Fraternity and Sorority Life, including academics, service, social involvement, unity, dedication, leadership, and community involvement. This recognition is the highest individual honor a member can achieve within our community.

**Chapter President of the Year**

These influential student leaders have gone above and beyond to improve both their individual chapter and the FSL community. This member will have demonstrated worthiness in overcoming great odds or in pushing their chapter to new heights. This will be awarded per governing council.

**Chapter Officer of the Year**

These student leaders have performed above and beyond the call of duty as a chapter officer. The recipients must be nominated by their chapter and have served as an executive officer of their organization. This will be awarded per governing council.

**Council Member of the Year**

These dedicated student leaders have gone above and beyond to serve their council and leave a lasting impact on the FSL Community. This officer will have demonstrated worthiness in taking their position or council to new heights. Applicants must have served in an elected or appointed position on the Collegiate Panhellenic Association, National Pan-Hellenic Council, Interfraternity Council, or Greek Week Executive Board. This will be awarded per governing council.

**Rising Star of the Year**

This award is presented annually to an underclassman member of the FSL community who has shown great leadership potential in their chapter or council. They have shown initiative, leadership, and dedication regardless of role in chapter and have inspired others with their desire to better the Fraternity and Sorority Life Community.
Chapter Advisor of the Year

The Advisor of the Year Award recognizes the efforts of the volunteers that give of their time and talents to our chapters and the Fraternity and Sorority Life Community.

Cheryl Paul Professional Academic Mentor of the Year

Cheryl Paul is an outstanding Professional Academic Mentor who has continuously served the community in this role for over 10 years, and for this reason an award was named in her honor. The Cheryl Paul Professional Academic Mentor of the Year recognizes the efforts of the Professional Academic Mentor who gives of their time and talents to our chapters and the Fraternity and Sorority Life Community to aid in our goals of academic excellence.

Order of Omega Fraternity and Sorority Life Scholar of the Year

The Order of Omega Fraternity and Sorority Life Scholar of the Year award is awarded to an undergraduate fraternity or sorority member who exemplifies outstanding commitment to academic excellence. Nominees need not be members of the Order of Omega. Individual academic performance and essay responses will be the basis of consideration for this award.
Cathedral Standards of Excellence

ACADEMICS

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- **Chapter’s Fall QPA or GPA** equals or exceeds the all-men or all-women QPA or GPA depending on the gender of the organization or the all University QPA or GPA.
  - OFSL will manage documentation.
- **Chapter’s Spring QPA or GPA** equals or exceeds the all-men or all-women QPA or GPA depending on the gender of the organization or the all University QPA or GPA.
  - OFSL will manage documentation.
- **Academic Success Plan**: Have a written academic success/chapter scholarship program for initiated and new members.
  - Documentation: Submit a copy of the written academic success plan on ENGAGE. May be inter/national program but must demonstrate localization to the University of Pittsburgh chapter.
  - Due: October 1st
- **Academic Success Presentation**: Chapters will host or attend an academic-focused presentation for the chapter. Presentations must be conducted by a trained presenter (i.e. University staff, faculty, or peer facilitator, Professional Academic Mentor, etc.) and may include, but is not limited to, the following topics: study abroad, study skills, time management, graduate school presentations, alumni mentor program, career development, etc.
  - Register this event on ENGAGE by April 1st
- **Individual Member Standards**: Establish and enforce minimum individual expectations for academic performance and make use of a process of constructive activities to identify and help those members who fail to meet the standard.
  - Documentation: Submit a description of standards, enforcement mechanisms, and assistance programs on ENGAGE.
  - Due: October 1st
- **Professional Academic Mentor**: Each chapter should have an active University of Pittsburgh faculty, staff member, or graduate or professional student as a Professional Academic Mentor (PAM).
  - Documentation: Submit a documentation on ENGAGE with the professional academic mentor’s name, department, campus address, campus phone, and email with a brief description of how they help the chapter.
  - Due: October 1st
- **Scholastic Achievement Event**: Chapter hosts an event that recognizes scholastic achievement and accomplishments among members.
  - Register this event on ENGAGE by April 1st

- **Order of Omega**: Chapter has at least 1 member in Order of Omega during the academic year.
  - OFSL will manage documentation.

- **Gamma Sigma Alpha**: Chapter has at least 1 member in Gamma Sigma Alpha during the academic year.
  - OFSL will manage documentation.

## MEMBER DEVELOPMENT

All chapters must fulfill the following requirements:

- **Fall Chapter Development Event**: Host, co-host, sponsor, co-sponsor, or attend a personal development educational program in the fall semester. Acceptable programs include but are not limited to: personal financial management, service learning, career development, campus involvement, social etiquette, values and ethics, civic engagement, wellness, etc.
  - Register this event on ENGAGE by April 1st

- **Spring Chapter Development Event**: Host, co-host, sponsor, co-sponsor, or attend a personal development educational program in the spring semester. Acceptable programs include but are not limited to: personal financial management, service learning, career development, campus involvement, social etiquette, values and ethics, civic engagement, wellness, etc.
  - Register this event on ENGAGE by April 1st

- **Outside the Classroom Curriculum (OCC)**: The Chapter will utilize the OCC as a membership development program. A chapter should have 10% of members who have completed the OCC. The chapter with the highest percentage of OCC completion will be recognized at the Fraternity and Sorority Life Awards.
  - OFSL will manage documentation.

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- **Greek Leadership Academy**: The Chapter has at least one representative participating in the Greek Leadership Academy in the fall semester. This six-week program is designed for advanced Greek leaders (sophomores, juniors, and seniors) to refine their leadership skills as they take on council or chapter leadership positions and beyond. Those who attend will receive credit for Outside the Classroom Curriculum. Interested members must register for the Greek Leadership Academy.
  - OFSL will manage documentation.
• **Panther Leadership Academy Section 01**: The Chapter has at least one representative participating in Panther Leadership Academy Section 01 coordinated by the Office of Cross Cultural & Leadership Development within the academic year of submission. Those who attend will receive credit for Outside the Classroom Curriculum. Learn more about Panther Leadership Academy. The fall session will start the week of September 6th.
  o Documentation: Chapter should submit the name of the individual who participated in Panther Leadership Academy on ENGAGE.
  o **Due: April 1st**

• **Panther Leadership Academy Section 02**: The Chapter has at least one representative participating in Panther Leadership Academy Section 02 coordinated by the Office of Cross Cultural & Leadership Development within the academic year of submission. Those who attend will receive credit for Outside the Classroom Curriculum. Learn more about Panther Leadership Academy. The fall session will start the week of September 6th.
  o Documentation: Chapter should submit the name of the individual who participated in Panther Leadership Academy on ENGAGE.
  o **Due: April 1st**

• **Leadership Workshop/Program**: Chapter hosts, co-hosts, sponsors, co-sponsors, or attends a leadership development workshop or program.
  o **Register this event on ENGAGE by April 1st**

• **Chapter Leadership Retreat**: Chapter hosts a leadership development and goal-setting retreat for the chapter.
  o **Register this event on ENGAGE by April 1st**

• **National Involvement**: Chapter has at least one member attend a regional or national workshops/programs/institutes/meeting/conference by the chapter’s inter/national organization each year. Members could have attended this during the summer before the academic year began.
  o Documentation: Chapter must submit on ENGAGE the representative’s name, program/workshop/institute/meeting conference attended, dates, location and a brief synopsis of what was covered.
  o **Due: April 1st**

• **Panther Leadership Summit**: Chapter has one member attend Cross Cultural and Leadership Development’s Panther Leadership Summit. The tentative date is Saturday, February 6th, 2021 and is a free opportunity for all students. Here is more information about the Panther Leadership Summit. Students must register to attend.
  o **OFSL will manage documentation.**

• **Hesselbein Global Academy**: Chapter has one member attend Cross Cultural and Leadership Development’s Hesselbein Global Academy the summer before the academic year. Students will emerge from the academy with the skills and experience to excel as global leaders. Learn more about Hesselbein Global Academy.
  o Documentation: Chapter should submit the name of the individual who attended Hesselbein Global Academy on ENGAGE.
  o **Due: October 1st**

• **Members in High Profile Leadership Roles**: A member of your chapter holds a significant leadership role on campus such as Resident Assistant, Council Officer (IFC,
NPHC, Panhel), Student Government Board, Pathfinder, First Year Mentor, Blue Gold Society, Asian Student Alliance, Black Action Society, Global Ties Mentor, Panther Leadership Academy Peer Facilitator, etc.

- Documentation: Chapters should submit the name, organization, and leadership position on ENGAGE.
- Due: October 1st

**PERSONAL RESPONSIBILITY**

All chapters must fulfill the following requirements:

- **Hazing Prevention Program:** Chapter attends Hazing Prevention program(s) organized by OFSL. **Attendance requirements will be assigned at a later date.**
  - OFSL will manage documentation.

- **Bystander Intervention Training:** The chapter attends the Bystander Intervention Training sponsored by the University Counseling Center/Office of Title IX/FSL Ambassadors Sexual Violence Prevention Committee with at least 60% chapter attendance at the program. The Office of Fraternity and Sorority Life will schedule the training for chapters.
  - OFSL will manage documentation.

**Chapter Management:**

- Present plan for fulfilling Cathedral Standards of Excellence.
  - Documentation: Complete presentation by September 11th.
- Submit a new copy of the chapter’s Constitution and By-Laws.
  - Submit by October 1st on ENGAGE.
- Submit the Treasurer Report and Budget.
  - Submit by October 1st on ENGAGE.
- Submit Chapter Goals and Objectives for the year.
  - Submit by October 1st on ENGAGE.
- Submit Campus Involvement
  - Documentation: Chapter submits a full roster with each member’s involvements, including all leadership positions held on ENGAGE.
  - Due: October 1st
- Have each member complete an **Anti-Hazing Document.**
  - Documentation: Due by September 16.
- Meet with the chapter advisor at least once a semester.
  - Documentation: Submit documentation of meeting on ENGAGE.
  - Due: April 1st
- Submit roster to the Office of Fraternity and Sorority Life as requested.
- Submit all necessary recruitment/intake and new member education forms to the Office of Fraternity and Sorority Life or respective governing council.
- Schedule meetings with chapter coach at least once a month.
- Be registered with SORC.
- Attend President’s Conference and Tri-Council Family Dinner.

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- **Risk Management Plan:** The chapter has a written risk management plan that addresses the chapter’s safety and well-being.
  - Documentation: Submit a copy of the risk management plan on ENGAGE. This plan may be the inter/national plan, but must demonstrate localization by the University of Pittsburgh chapter.
  - *Due: October 1st*

- **Chapter Code of Conduct:** The chapter has a written Code of Conduct or membership contract that includes member expectations regarding alcohol and drugs, hazing, fighting, and other risk management issues.
  - Documentation: Submit a copy of the Code of Conduct as listed with the national organization and/or in the local chapter’s constitution or by-laws on ENGAGE.
  - *Due: October 1st*

- **Chapter Judicial/Standards Board:** The chapter has an internal discipline board or process that handles violations of the chapter’s Code of Conduct, by-laws, or other policies.
  - Documentation: Submit a copy of the chapter’s judicial procedures and sanctioning guidelines or a brief description of the chapter’s process for internal discipline on ENGAGE.
  - *Due: October 1st*

- **GAMMA Alcohol Education Session:** The chapter host Greeks Advocating the Mature Management of Alcohol (GAMMA) program for their chapter. Chapters also have the option to select another alcohol education program through PantherWells, FSL Ambassadors, or their national organization. Please consult with your chapter coach before planning your other alcohol program. Chapters can register for the program [here](#).
  - Register this event on ENGAGE by April 1st
- **Mental Health Awareness Program**: The chapter hosts, co-hosts, sponsors, or attends a program surrounding the topic of mental health awareness. Please consult your national organization or chapter coach for program suggestions. A suggested program would be to encourage your members to attend a Wellness Workshop through the University Counseling Center.
  - Register this event on ENGAGE by April 1st

- **General Risk Management Session**: The chapter hosts, co-hosts, sponsors, or attends one risk management related program. Topics could include a review of chapter risk management policies, alcohol/drug issues, fire safety, crisis management, sexual assault prevention, etc.
  - Suggested Programming:
    - Request SAFE Peer Education Session
    - Request a PantherWell Program
  - Register this event on ENGAGE by April 1st

- **Mock Social**: The chapter requests to have a mock social with the Office of Fraternity and Sorority Life to practice risk management policies. Please arrange a mock social with your chapter coach. A majority of your chapter should be in attendance.
  - Register this event on ENGAGE by April 1st

- **Pitt Agents of Cultural Change (PACC)**: Have a member attend this bystander intervention certification program sponsored by the Title IX Office. The peer led program provides students with the ability to discuss issues relating to sexual violence, including current events, laws/policies, and bystander intervention. Students leave the program more confident using bystander intervention skills and more informed about issues relating to sexual misconduct and community resources. The program is offered in a 7-week weekly meeting format as well as a condensed weekend version. To register for the program, visit https://m.facebook.com/PittPACC/.
  - Documentation: Submit a copy of the member’s certificate on ENGAGE.
  - Due: April 1st

- **Chapter Hazing Prevention Program**: The chapter hosts, co-hosts, sponsors, or attends one event focused on hazing prevention.
  - Suggested Programming: Have a chapter discussion after viewing/listening to one of the items below
    - "Breathe, Nolan, Breathe - The Nolan Burch Story"
    - "We Don’t Haze" A Clery Center
    - Request the recording from February 2020 of the “Turning Tragedy into Progress” with Mrs. Gruver and Mrs. Piazza experiences about the lost of their sons through hazing
    - "Broken Pledge" Podcast
    - One of HazingPrevention.Org Summer Webinar Series
  - Register this event on ENGAGE by April 1st

- **SAFE Self-Defense Class**: Chapter attends self-defense course provided by Pitt Police.
  - Note: This programming may not be offered this year due to precautions for COVID-19 and respecting University operational postures.
  - Register this event on ENGAGE by April 1st
POSITIVE RELATIONSHIPS

All chapters must fulfill the following requirements:

- **Interfraternalism—Collegiate Panhellenic Association Programming**: Co-host a non-alcoholic event or attend an event hosted by a chapter within the Collegiate Panhellenic Association. At least 20% of your chapter must be involved.
  - Register this event on ENGAGE by April 1st

- **Interfraternalism—Interfraternity Council**: Co-host a non-alcoholic event or attend an event hosted by a chapter within the Interfraternity Council. At least 20% of your chapter must be involved.
  - Register this event on ENGAGE by April 1st

- **Interfraternalism—National Pan-Hellenic Council**: Co-host a non-alcoholic event or attend an event hosted by a chapter within the National Pan-Hellenic Council. At least 20% of your chapter must be involved.
  - Register this event on ENGAGE by April 1st

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- **Alumni Event**: Chapter hosts or attends an event targeted towards alumni and networking.
  - Register this event on ENGAGE by April 1st

- **Alumni Newsletter**: Chapter produces and distributes an alumni newsletter at least once per academic year.
  - Documentation: Submit a copy of the newsletters on ENGAGE.
  - Due: April 1st

- **Parent Event**: Chapter hosts an event targeted towards parents/families.
  - Register this event on ENGAGE by April 1st
# CIVIC ENGAGEMENT

All chapters must fulfill the following requirements:

- **Community Service and Philanthropy Impact**: The chapter establishes and encourages a community service requirement for each member of the chapter. Chapter must have a minimum requirement of 3 hours per member per semester.
  - Documentation: Each semester the OFSL will distribute a form to collect service hours per member and total amount raised for philanthropy event.
- **Diversity and Inclusion Education Program**: Chapters will attend a diversity and inclusion education program sponsored by the Office of Fraternity and Sorority Life. The chapter must have at least 60% attendance of the chapter at each program. The Office of Fraternity and Sorority Life will assign when chapters will attend. The Office of Cross Cultural and Leadership Development and FSL Ambassadors Diversity and Inclusion Committee will be responsible for the content.
  - OFSL will manage documentation.
- **Diversity, Equity, and Inclusion Modules**: Chapter will complete a diversity, equity, and inclusion online modules. All members will complete the online module by March 26th, 2021.
  - OFSL will manage documentation.
- **Anti-Racism Plan**: Outline a plan for your chapter to combat racism.
  - Submit by October 1st on ENGAGE

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- **Chapter Service Project**: The chapter hosts or attends a service project.
  - Register this event on ENGAGE by April 1st
- **Philanthropy Event**: The chapter plans an activity that raises money for a not-for-profit organization.
  - Register this event on ENGAGE by April 1st
- **Pitt Dance Marathon**: Chapters will be expected to uphold Greek Week’s expectation for attendance and donations.
  - OFSL will manage documentation with Greek Week Committee.
- **Civic Action Week**: At least 20% of the chapter participates in Civic Action Week programming. This event is hosted by the Office of PittServes.
  - OFSL will manage documentation.
- **Race Intersecting with Service and Engagement**: At least 20% of the chapter participates in programming related to Race Intersecting with Service and Engagement week. This event is hosted by the Office of PittServes.
  - OFSL will manage documentation.
- **Be a Good Neighbor Day**: At least 20% of the chapter participates in Be a Good Neighbor Day. This event is hosted by the Office of PittServes.
  - OFSL will manage documentation.
- **Chapter Civic Engagement Initiative/Program**: Chapter provides education/programming to members/community about civic engagement topics such as voter engagement/registration, census completion, etc.
- Register this event on ENGAGE by April 1st