

S.O.F.E

Standards of Fraternal Excellence

Fall 2024-Spring 2025



Adapted & Modified from the University of Tennessee-Knoxville

Fall 2024 Standards of Fraternal Excellence

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Fall 2024 Standards of Fraternal Excellence

The **Standards of Fraternal Excellence** (SOFE) breaks down the expectations for each chapter within the Fraternity and Sorority Affairs community at the University of Missouri – Kansas City. Below details the threshold of minimum expectations for all chapters while setting the path toward chapter excellence. Chapters have the ability to earn 100 points throughout the academic year. In 2024, In conjunction with students, staff, and administrators, the SOFE was created, and will be updated regularly to reflect the demands of sororities and fraternities on modern college campuses.

The University of Missouri – Kansas City recognizes that sororities and fraternities are an integral part of the campus community. These organizations have a positive impact for members, nonmembers, alumni, and the local and national community. To achieve mutual success for the institution and the sorority and fraternity organizations, there must be trust and shared responsibility. This document outlines the commitments of the University, the Division of Student Affairs, the Office of Student Involvement (OSI), Fraternity and Sorority Affairs (FSA), sorority and fraternity organizations, national/international organizations, sorority and fraternity volunteers, and student members.

OSI/FSA will provide training, aid, and resources for all fraternal organizations to meet the SOFE requirements. Fraternities and Sororities at UMKC are expected to reach the minimum expectations set forth in this document. Organizations not achieving minimum expectations will work in conjunction with FSA to create plans for improvement and future success. Fraternities and Sororities recognized by FSA will be required to achieve these standards. Fraternities and Sororities will experience requirements above and beyond those of other registered student organizations. All fraternity and sorority organizations will be given ample support in order to maintain compliance with these standards. FSA will coordinate check-ins to assist the organization president and advisors in determining their progress to becoming a chapter of excellence.

Additionally, FSA will conduct an annual review of the standards each Spring term. The Standards of Fraternal Excellence are subject to change as our organizations continually improve. All constituents will be made aware of any changes prior to the start of the next academic year. Organizations will need to turn in proper documentation for review on their achievement of these standards each year.

SOFE will have the following categories: education, administration, academics, civic engagement, and excellence. These categories will determine the chapter standings for the following year. Chapters will be graded based on the academic year calendar.

Chapter Standings	
Chapter of the Year Eligible	Organizations with 85+ points will be eligible for the Chapter of the Year Award.
Three-Star Chapter	Organizations with 90-100 points
Two-Star Chapter	Organization with 80-89 points
One-Star Chapter	Organizations with 70-79 points
“Good Standing”	Organizations reaching 70% of total points available*
Unacceptable	Organizations with less than 70% points available*
Provisional	Newly established organizations within their expansion/reactivation year

**Point availability may depend on a chapter's conduct standing, intake/recruitment timeline, etc.; FSA will determine point availability and eligibility on case-by-case situations. A percentage of points will be used to determine “good standing.”*

Chapters that fall under 70 points (unacceptable standing) will work with FSA to develop a performance/improvement plan. When chapters do not meet minimum standards, the following plans will be enacted:

- Year 1: Chapter president will meet with council advisor and FSA coach to develop an action plan to meet minimum standards that is shared with chapter advisor.
- Year 2 (consecutive): Chapter leadership, FSA, chapter advisor(s), and inter/national headquarters representative(s) will meet discuss the previous years' SOFE performance, the chapter's relevancy to the community, an improvement plan, goals for the next year's SOFE cycle, and an agreed upon coaching sessions for the upcoming year.
- Year 3 (consecutive): A review committee, composed of the Assistant Director of FSA, Director of the Office of Student Involvement, FSA member at large, representative from Student Conduct and Civility,

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and an additional staff member from the Division of Student Affairs, will review the organization's status on campus as a registered student organization based on a chapter presentation and review of chapter operations.

Standards

Education (*total points possible: 30*)

- **Hazing Prevention Keynote (4 points)**
 - How to earn points:
 - 3 points for having the minimum attendance (75%) at the Hazing Prevention Keynote
 - If mandatory attendance is not met for the Keynote, a chapter can earn 1 or 2 points for having partial attendance based on the percentage of the chapter attending.
 - 0 points are given if a chapter does not have representation at the Keynote
 - Due Date: September 25th, 2024
 - How to Submit: Attendance

- **New Member Symposium (3 points)**
 - How to earn points:
 - 3 points for having the minimum chapter attendance at the New Member Symposium
 - 1 point for partial attendance at the New Member Symposium
 - 0 points are given if a chapter does not have representation at the Symposium
 - Note: Chapters points will be determined based on the semester(s) where a new member class is taken.
 - Due Date: October 5th, 2024 and March 19, 2025
 - How to Submit: Attendance

- **Emerging Leaders Retreat (3 points)**
 - How to earn points:
 - 3 points for having the minimum chapter attendance (20%) at the Emerging Leaders Retreat
 - 1 point for having partial attendance at the Retreat.
 - 0 points are given if a chapter does not have representation at the Retreat
 - Due Date: October 19th, 2024
 - How to Submit: Attendance

- **Presidents Workshop (3 points)**
 - How to earn points:
 - 3 points for having the chapter president or approved alternate in attendance at the Presidents Workshop
 - 0 points are given if a chapter does not have representation at the Workshop
 - Due Date: January 26, 2025
 - How to Submit: Attendance

- **Risk Management Workshop (3 points)**
 - How to earn points:
 - 3 points for having the required chapter officers or approved alternates in attendance at the Risk Management Workshop
 - 0 points are given if a chapter does not have representation at the Workshop.
 - Due Date: February 19, 2025
 - How to Submit: Attendance

- **Inter/National Risk Management Policy Review (3 points)**
 - How to earn points:

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- 3 points for reviewing the chapters inter/national risk management policies once per academic year
 - 0 points are given if the chapter does not review the policies by the given deadline.
- Note: The chapter must provide a copy of the chapter's meeting minutes or PowerPoint that shows what/when the policies were reviewed.
- Due Date: Fall Deadline: October 1st; Spring Deadline: March 1st
- How to Submit: SOFE Reporting Form

- **Alcohol 101+ Module (3 points)**
 - How to earn points:
 - Points are awarded based on the percent of new members that complete the orientation:
 - 3 points: 100%
 - 2 points: 90 – 99.9%
 - 1 point: 80 – 89.9%
 - 0 points: 0 - 79.9%
 - Note: The Alcohol 101+ Program is hosted as an online module for all councils. The completion percentage is based on the total new members for a given academic year.
 - Due Date: October 1st and/or March 1st
 - How to Submit: Keep an accurate roster with FSA; have new members complete the module in the semester in which they join.

- **Chapter Programming:**
 - **Headquarters Program/Leadership Experience (2 points)**
 - 2 points will be given to a chapter participating in any program or leadership experience sponsored by their inter/national Headquarters OR having their inter/national Headquarters host a program with their chapter.
 - 0 points are given if a chapter does not attend a Headquarters Program
 - **Risk Management Program (2 points)**
 - 2 points will be given to a chapter that has more than 85% of its members complete a Risk Management Program
 - 0 points are given if a chapter does not complete a Risk Management Program
 - **Diversity, Equity, and Inclusion Program (2 points)**
 - 2 points will be given to a chapter that has more than 70% of its members complete a Diversity Program
 - 0 points are given if a chapter does not complete a DEI Program
 - **Educational Program with a Chapter from another Council (1 point)**
 - 1 point will be given to a chapter that has more than 50% of its members participating in any program/event hosted by that chapter and another chapter from one of the other three councils within the community (i.e. Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, or Panhellenic Council). These events/programs must be alcohol-free.
 - 0 points are given if a chapter does not complete a program with a chapter from another council.
 - **Educational Program with another Registered Student Organization (RSO), Athletic Team, Department, or Office (1 point)**
 - 1 point will be given to a chapter that has more than 50% of its members participating in or co-hosting a program or event by/with another Registered Student Organization (RSO) (non-FSA chapter) or department/office on campus.
 - 0 points are given if a chapter does not complete a program with another RSO, department, or office.
 - How to earn points:
 - Points are awarded based on the completion and proof of event completion.

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- Chapters will submit proof of the event and attendance at the event
- Note: organizations are allowed and encouraged to complete multiple programs with one event. For example, if organizations co-sponsor a risk management program with another organization from another council and the Office of Counseling Services, this would satisfy the 'Risk Management Program,' 'Program with another Department,' and "Program with a Chapter from another Council' events
- Note: All events must be alcohol-free events.
- Note: It is encouraged that the chapter take photos and upload when completing the SOFE Reporting Form.
- If one of these categories meets the qualifications for an "Excellence" program, the chapter can submit proof of attendance through the respective SOFE reporting form for additional SOFE points.
- Due date: December 13th or May 16th (end of semester in which the event took place)
- How to submit: Complete SOFE Reporting Form

Administration (total points possible: 26)

- **Recruitment/Intake/New Member Education Plans (2 points)**
 - How to earn points:
 - 2 points for on-time submission of Fall and/or Spring New Member Education planning documents
 - 1 point for late submissions
 - 0 points for late submissions (after 2 weeks) or missing New Member Education planning documents
 - Note: Chapters points will be determined based on the semester(s) where a new member class is taken.
 - Due Date: Reference FSA's Recruitment/Intake/New Member Education Policy
 - How to Submit: Complete SOFE Reporting Form
- **Officer Updates (2 points)**
 - How to earn points:
 - 2 points for on-time submission of up-to-date officers after elections have been completed or special elections/replacements have been made.
 - 1 point for late submissions (within 15 days)
 - 0 points for late submissions (after 15 days), or no contact information provided for officers
 - Due Date: Last day of finals (depending on chapter's election cycle)
 - How to Submit: Officer Update Form
- **Advisor Contact Update (1 points)**
 - How to earn points:
 - 1 point for on-time submission of annual advisor contact information
 - 0.5 point for late submissions (within 15 days)
 - 0 points for late submissions (after 15 days), or no update provided for advisors
 - Due Date: August 1st
 - How to Submit: Advisor Update Form
- **President's Meeting Attendance (3 points)**
 - How to earn points:
 - 3 points for 100% representation at all Presidents Meetings
 - 1 point for 1-3 absences from Presidents Meetings
 - 0 points for 4 absences from Presidents Meetings
 - Due Date: May 15th (end of the academic year)

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- How to Submit: FSA will maintain attendance records
- **OSI Student Organization Registration (1 point)**
 - How to earn points:
 - 1 point for on-time completion of RooGroups Registration
 - 0 points for late or no completion of RooGroups Registration
 - Due Date: September 6th, 2024
 - How to Submit: Complete re-registration through RooGroups
- **OSI Student Organization Training (1 points)**
 - How to earn points:
 - 1 point for the completion of the OSI Student Organization Training
 - 0 points for no completion of the OSI Student Organization Training
 - Due Date: TBD by the Office of Student Involvement
 - How to Submit: Attendance
 - Note: One officer per organization is required to attend the in-person training. Additional officers that plan to utilize the University P-Cards will be required to sign up and complete the Canvas Training Course before they can begin checking out the card.
- **FSA 1:1 Coaching Meetings (3 points)**
 - How to earn points:
 - 3 points for completion of 4 coaching meetings per year (2 per semester)
 - 1 point for completion of 2-3 coaching meetings per year
 - 0 points for completion of 0-1 coaching meeting per year
 - Due Date: May 15th (end of the academic year)
 - How to Submit: FSA Coach will track meetings; survey will be sent after meeting 4
 - Note: During meeting #4, chapter coaches will administer a coaching survey that must be completed by the last day of finals of that semester in order for the chapter to earn full points.
- **End of Term Meeting (3 points)**
 - How to earn points:
 - The end of year meeting will happen at the end of the election cycle for your chapter. The meeting will be held with the chapter's FSA coach, incoming president, outgoing president, and a chapter advisor
 - 3 points for all 3 chapter representatives present
 - 2 points for 2/3 chapter representatives present
 - 1 point for 1/3 chapter representatives present
 - 0 points for no meeting
 - Note: if a chapter president is elected to a second term as president, they will represent the incoming and outgoing president. It is encouraged to bring another chapter officer if that is the case.
 - Due Date: Before the end of the semester that elections take place; after the president has completed their coaching meetings for that semester/year.
 - How to Submit: Schedule a meeting with your chapter's FSA coach through email or their scheduling link.
- **Conduct Standings (10 points)**
 - How to earn points:
 - Each chapter will start the year with 10 points. For each violation that a chapter collects over the year, points will be deducted.
 - -1 points for Policy violations (FSA Events with Alcohol, GPA below 2.5, etc.)
 - -2 points for Code violations ([UM System Code of Conduct](#))

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- -10 points for hazing violations
- Due Date: April 15 or November 15 (end of year depending on chapter's election cycle)
- How to Submit: FSA, in partnership with Student Conduct & Civility and respective councils, will track conduct and judicial standings. Chapters will be notified of point deductions.
- Note: based on the timeline of the conduct process, a chapter's SOFE points can be deducted up until the first day of the following semester. Once a new semester/SOFE cycle begins, Conduct Standing points will be removed from that cycle.

Academics (total points possible: 10)

- **Chapter GPA at or above 2.50 (4 points)**
 - How to earn points:
 - 4 points for fall and spring chapter average GPAs at or above 2.50
 - 2 point for fall or spring chapter average GPA at or above 2.50
 - 0 points for neither fall or spring chapter average GPA at or above 2.50
 - Due Date: End of each semester
 - How to Submit: FSA will track GPA data for each chapter

- **New Member GPA at or above 2.50 (4 points)**
 - How to earn points:
 - 4 points for fall and spring new member average GPAs at or above 2.50
 - 2 point for fall or spring new member average GPA at or above 2.50
 - 0 points for neither fall or spring new member average GPA at or above 2.50
 - Note: if a chapter only has one new member class per year, the chapter will earn 2 or 0 points based on that new member class's GPA
 - Due Date: End of each semester (if applicable)
 - How to Submit: FSA will track GPA data for each chapter

- **Chapter Academic/Scholarship Program (2 points)**
 - How to earn points:
 - Provide a written document that outlines a comprehensive academic/scholarship program. Program should describe individual member academic requirements, incentives, programs, academic goals, and the job description of the academic officer for the chapter. Inter/national academic/scholarship programs used by organizations may serve as this documentation but must show specific ways of implementation at UMKC.
 - 2 points for on-time submission with all content provided
 - 1 point for late submission (within 15 days) and/or missing content
 - 0 points for not submitting the program
 - Due Date: August 1st
 - How to Submit: Complete SOFE Reporting Form

Civic Engagement (total points possible: 10)

- **Average of 10 hours of community service per member per year (3 points)**
 - How to earn points:
 - 3 points for averaging at least 10 hours of service per member
 - 0 points for averaging less than 10 hours per member
 - Due Date: Last day of finals for Fall & Spring semesters.
 - How to Submit: Complete SOFE Reporting Form
 - Note: Hours must be submitted in accordance with the FSA Community Service Guidelines. Hours that are submitted retroactively for a semester that has already been closed/calculated will not count for the chapter's SOFE points. Fall and spring hours are calculated separately.

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- Note: FSA will total the number of hours at for each semester and divide by the number of chapter members at the end of the semester based on grade report rosters to determine the average.
- **Philanthropy Event (3 points)**
 - How to earn points:
 - 3 points for hosting a philanthropic event
 - 0 points for not hosting a philanthropic event
 - Note: Philanthropic events require a donation to be made to a nonprofit/charitable organization. Proof of donation is required to receive points. Donations can be monetary or goods.
 - Due Date: Last day of finals for Fall & Spring semesters. Chapters are to submit proof of any philanthropic work on a semesterly basis.
 - How to Submit: Complete SOFE Reporting Form
- **Greeks Give Back Events (4 points)**
 - How to earn points:
 - 4 points for 25% of chapter participating and timely registration for Greeks Give Back Events
 - Partial points will be determined based on registrations and attendance.
 - Due Date: these events will take place during the year and placed on the FSA Calendar.
 - How to submit: Registration and Attendance will be tracked through RooGroups.

Excellence (total bonus points possible: 24)

- **Leadership & Engagement (3 points)**
 - How to earn points:
 - 3 points for 90-100% of the chapter involved in non-chapter activities.
 - 2 points for 80-89.9% of the chapter involved in non-chapter activities.
 - 1 point for 70-79.9% of the chapter involved in non-chapter activities
 - Note: Non-chapter activities are defined as activities affiliated at UMKC and/or organizations that are registered student organizations (RSOs), athletic programs, or on-campus jobs. Chapters only need to list one activity per member, but are able to list more if desired (listing more will help if an activity is not considered an RSO) as this is counted per member.
 - Due Date: Last day of Finals in the Spring semester. Chapter may choose to submit earlier but may only have one submission.
 - How to Submit: Complete SOFE Reporting Form. There is a [template Google Sheet](#) for chapters to fill out. PDFs, scanned documents, or other non-editable documents will not be accepted. Google Sheets and Microsoft Excel documents are preferred. Example submission:

Chapter	First Name	Last Name	Activities Involved In	Leadership Position(s)
Alpha Beta	Joe	Smith	Pre-Dental Society	President
Alpha Beta	John	Johnson	GamerRoos	N/A
...

- **Service Hours Above 10 hours/member (4 points)**
 - How to earn points:
 - 4 points for averaging 15+ hours of service per member per year
 - 3 points for averaging 14.00-14.99 hours of service per member per year

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- 2 points for averaging 13.00-13.99 hours of service per member per year
 - 1 point for averaging 10.01-12.99 hours of service per member per year
 - 0 points for averaging 0-10.00 hours of service per member per year
- Due Date: Last day of finals for Fall & Spring semesters.
- How to Submit: Complete SOFE Reporting Form
- Note: Refer to Civic Engagement category for full details.

- **Chapter GPA at or above the AMA/AWA (2 points)**
 - How to earn points:
 - 2 points for fall *and* spring chapter average GPA at or above the All-Men's Average (AMA) (fraternity) or All-Women's Average (AWA) (sorority)
 - 1 point for fall *or* spring chapter average GPA at or above the All-Men's Average (AMA) (fraternity) or All-Women's Average (AWA) (sorority)
 - 0 points for neither fall or spring chapter average GPA below the All-Men's Average (AMA) (fraternity) or All-Women's Average (AWA) (sorority)
 - Due Date: End of each semester
 - How to Submit: FSA will track GPA data for each chapter

- **Chapter Attendance & Additional Programming**
 - Note: Points are awarded based on SOFE Submission Portal. RooGroups event registration is for space reservations and to be in line with the event registration protocol. Approval of the event on RooGroups grants the chapter permission to host the event; this does not guarantee SOFE points.
 - **Academic, Leadership, and/or Career (4 Points)**
 - 4 points for 80-100% of the chapter attending/hosting a University sponsored Academic, Leadership, or Career themed program(s)
 - 3 points for 70-79.9% of the chapter attending the program(s)
 - 2 points for 60-69.9% of the chapter attending the program(s)
 - 1 point for 50-59.9% of the chapter attending the program(s)
 - 0 points for >50% of the chapter attending the program(s)
 - **University/Organization Sponsored DEI Program (4 points)**
 - 4 points for 80-100% of the chapter attending a University sponsored DEI Program
 - 3 points for 70-79.9% of the chapter attending the program(s)
 - 2 points for 60-69.9% of the chapter attending the program(s)
 - 1 point for 50-59.9% of the chapter attending the program(s)
 - 0 points for >50% of the chapter attending the program(s)
 - **Health and Safety (4 points)**
 - 4 points for 80-100% of the chapter attending a Health and Safety program(s)
 - 3 points for 70-79.9% of the chapter attending the program(s)
 - 2 points for 60-69.9% of the chapter attending the program(s)
 - 1 point for 50-59.9% of the chapter attending the program(s)
 - 0 points for >50% of the chapter attending the program(s)
 - Note: Health and safety programming would be programming surrounding the five main priorities of health and safety through FSA: alcohol, drugs, hazing, mental health, and sexual misconduct.
 - Note: Questions about any of the above 3 sections can be direction to Lynne O'Dell, Assistant Director for Fraternity and Sorority Affairs.
 - Due Date: Last day of finals for Fall & Spring semesters. Programs should be submitted by the end of the semester in which the event took place.
 - How to Submit: Complete SOFE Reporting Form
 - Note: All programs in the excellence "Chapter Attendance and Additional Programming" category are to be University-sponsored or approved events. A chapter can submit multiple events in order

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to meet a percentage threshold (e.g. a chapter can submit a resume workshop where 40% of the chapter attended, an interview-prep workshop where 30% of the chapter attended, and a leadership presentation where 10% of the chapter attended to earn 80% attendance in the 'Academic, Leadership, and/or Career' category). Any event sponsored by an office, department, or college at UMKC is eligible for a category; if a chapter would like to get an outside event approved, they need to contact Lynne O'Dell, Assistant Director for FSA, at least 2 weeks before the event is hosted/attended. A reflection including photos of the event will be required for all approved events.

- **Empower Excellence Series (3 points)**

- How to earn points:
 - 3 points are given if a chapter has 50%+ representation throughout the course of the series.
 - 2 points are given if a chapter has 35%-49% representation throughout the course of the series.
 - 1 point is given if a chapter has 25%-34% representation throughout the course of the series.
 - 0 points are given if a chapter has 0%-24% representation throughout the course of the series.
- Note: Each workshop attendance % builds no matter if the person has been to one before or not.
- Due Date: The Empower Excellence Series take place throughout the year; other supplemental workshops can be offered throughout the year with advanced notice.
- How to Submit: Attendance at fall/spring Empower Excellence Series s and/or any officer workshops sponsored by FSA