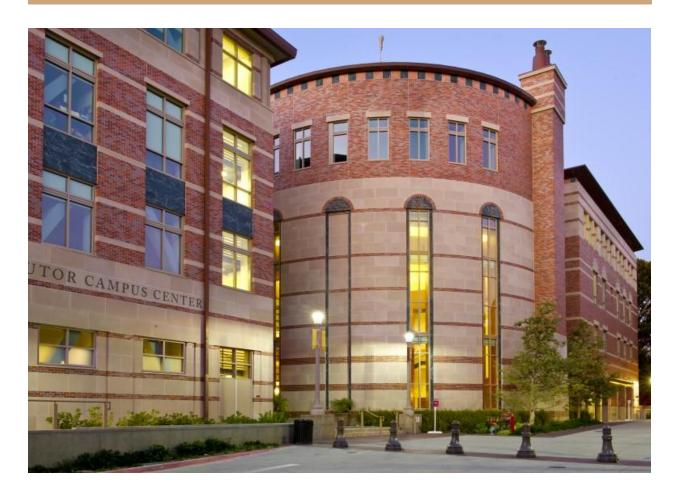Fraternity & Sorority Leadership Development

STANDARDS AND ACCREDITATION

Established 1986, revised 1992, 2016 & 2022

Highlighted Updates

- **New Member/candidate programs should be no longer than 6 weeks (June 2022)**
- **New format allows clear distinction between policy and best practices**
- **Updated accountability section reinforces ability of FSLD to intervene in the event of misalignment**
    - **Addition of section specifically for FSLD policy**

- **Added language to affirm recruitment/intake start and end dates will be in alignment with University events and will be approved by FSLD**
- **Addition of Diversity, Equity and Inclusion section and best practices**
- **Updated "48 hours of a membership invite being accepted/a student officially joining the organization, the chapter's membership roster must be updated on Engage." to include specifications from each individual council**
- **Updated section on Event Hosting pending dialogue**
- **Addition of "coaching" section under best practices**
- **Dedicated "Academic Accountability" section**
- **Removed dated hazing compliance agreement**
- **Reformatting collection of requirements to fillable PDF**
- **Potentially adding accreditation status or language detailing frequency of accreditation pending dialogue**

Introduction

Established 1986, revised 1992, 2016 & 2022

Fraternities and sororities are an integral part of the University of Southern California, since their founding in 1889. Founding principles of well-being, community, academics, service, and leadership are the guiding values in which chapters strive for locally and nationally.

The Trojan Fraternity/Sorority Standards provide a framework for learning, growth, and development of individual chapters and the community. This framework reflects the founding principles of fraternities and sororities in providing a set of accountability standards to ensure the Trojan Fraternity/Sorority community is committed and demonstrates the highest quality membership experience focused on academics, civic engagement, well- being & safety, and leadership and cultural understanding. The Trojan Fraternity/Sorority Standards serve as a way to document and demonstrate growth and guide strategic planning for chapters, the council, and community.

Within these frameworks, membership in a fraternity or sorority is considered to be a privilege, and with this privilege comes the responsibility to perform in a manner exemplifying the ideals of the Trojan: faithful, scholarly, skillful, courageous, and ambitious.

Trojan Fraternity/Sorority Standards

In creating shared accountability and self-governance, the Trojan Fraternity/Sorority Standards outline the expectations for chapters and members and the criteria for meeting the standard.

To strengthen the chapter experience, The Trojan Fraternity/Sorority Standards & Accreditation and inter/national organization awards should have overlapping themes and expectations. The chapter president should work with their FSLD advisor, advisory board, and regional/national representative to ensure accountability for both programs.

Accountability

Alignment of chapter operations and education with the Trojan Fraternity/Sorority Standards challenges chapters to provide and demonstrate commitment to the highest quality membership experience focused on equity and inclusion, academics, civic engagement, well-being and safety.

Chapters not meeting expectations within the Trojan Fraternity/Sorority Standards & Accreditation process, including council Bylaws and processes, will be held accountable with additional expectations, potential limitations, or loss of recognition. This could include a temporary pause of recognition and all activities until demonstration of adequate growth and completion of standards. Chapter leadership will work with FSLD staff, council leadership, and inter/national organization leadership to develop a plan of action for attaining growth and completion of standards within a specific time frame. If the plan of action terms is not met, a temporary pause or loss of recognition could be available for a specific timeframe.

University Policy

- Fraternities and sororities receive recognition through Fraternity & Sorority Leadership Development, as noted in SCampus Part G, Section 1 and described in a [memo with Campus Activities](#).
- Fraternities and sororities at the University of Southern California are expected to understand and follow rules and regulations dictated in SCampus, and student conduct code.
- Chapters are responsible for their organizational behavior and are expected to adhere to any regulations, sanctions, or probationary status set forth by USC Student Judicial Affairs and Community Standards, Fraternity & Sorority Leadership Development, local or inter/national organizations, and the council under which a particular chapter is governed.

FSLD Expectations & Policy

General

- University Accountability Reporting: FSLD will ensure each council receives education and information about university accountability reporting processes, including EEO/Title IX, student conduct, and safety and crimes. Members, chapters, and councils should align efforts to university accountability processes.
- Council Expansion/New Organizations: Guided by each council bylaw, national umbrella organization expectations, USC Registered Student Organization, and FSLD Standards. Council bylaws define when and how a council seeks and selects a new organization to join their community. FSLD is engaged with the council expansion process to ensure alignment to university expectations and review organization eligibility through the organization's university conduct records, if applicable.
- Academic Status: Students involved in a fraternity or sorority are expected to have full time academic status and are fully matriculated at USC at the time invitation for membership is extended.

Membership Intake & Recruitment

- Recruitment & Intake Dates: To ensure partnership and alignment with university goal of creating a supportive academic transition for students, all council recruitment/Intake start and end dates will be in alignment with university events and approved by FSLD.
- Recruitment and intake activities, including recruitment/intake events and membership extension, may only occur during the fall and spring academic terms and not during official academic breaks such as fall, winter, or spring breaks.
- Recruitment and intake must be finished before the start of study days. No activities during study days or final exams.
- Chapters may not advertise or conduct membership recruitment or intake without approval from FSLD and their inter/national organization.
- Recruitment or membership intake should follow the guidelines of the chapter's council, inter/national organization, and FSLD Intake Guidelines (if applicable).

- Within 48 hours of a membership invite being accepted/a student officially joining the organization, the chapter's membership roster must be updated on Engage.
- Interest groups are not allowed at USC as students who receive an invitation to join a fraternity or sorority are considered a new member/candidate and should officially join or cross for the organization within the same semester they receive the invite to join.

New Member/Candidate Programs

- New member/candidate programs should be no longer than 6 weeks
- New member and candidate programs must be finished before the start of study days. No activities during study days or final exams.
- New member and candidate programs may only occur during the fall and spring academic terms and not during official academic breaks such as fall, winter, or spring breaks.

- Chapters should evaluate their written plan for their new member/aspirant process and follow all inter/national organization guidelines for new member processes and Ritual.
- Chapters and all new members are expected to participate in any council or FSLD new member/candidate on-boarding education
- Those joining are to be Initiated/cross within the same semester membership invitation/selection

Event Hosting Education & Risk Prevention

- Chapter leadership is expected to participate and follow the FSLD Event Hosting Education Program.
- Chapter leadership is expected to attend the Event Hosting Education risk prevention session each semester. Sessions are designed to educate risk managers and chapters of the duties of the chapter to manage social and large events, risk prevention strategies, and the student conduct process. Each chapter is responsible for ensuring attendance to these sessions by officers including, but not limited to, the Social Chair, Risk Chair, Philanthropy Chair Chapter President, or applicable roles with risk prevention and social event responsibilities

Membership Rosters

- Each chapter must maintain an accurate roster of their membership at all times with the university, including reporting of members aligned leadership positions and membership statuses. The membership roster serves many functions, including accurate record keeping, emergency response protocol, and academic reports.
- Membership rosters must be updated twice a semester, at the beginning and the end. Academic report accuracy are dependent on roster updates.
- Within 48 hours of a membership invite being accepted/a student officially joining the organization, the chapter's membership roster must be updated on Engage.
- Membership roster requirements:
  - All active and new members, including transfers
  - Members who live in the recognized chapter facility
  - Studying abroad
  - Inactive members
  - Alumni/ae or graduated
  - Membership removal

Finance

- Chapters are financially independent and oversight comes from their local and or inter/national organization.
- Chapter leadership should educate its members, new members, and prospective members on the budget and financial operations and obligations of the organization.
- Council information sessions are expected to include information about organization membership financial obligations.

Trainings, Meeting Attendance and Coaching

- Chapters are expected to attend all required training or meetings set forth by FSLD and/or councils.
- Specific position requirements or chapter attendance will be identified depending on the meeting outcomes by FSLD and or council.

- Chapter officers are expected to attend 1:1 coaching meetings with their corresponding FSLD advisor.

National and Regional Conferences

- To ensure engagement in national organizations, chapters are expected to send an appropriate delegation of members to their local and or inter/national organization conferences, if applicable.
- Chapters should share the recognition earned from conferences with chapter, council, and FSLD within one week of returning.

New Officer Transition

- To ensure continuity in operations and progress towards organization goals, chapters are expected to have a succession plan and implement officer transitions.
- Officer transition education is the responsibility of the chapter, local, and inter/national organization.
- FSLD supports council officer transition and chapter officers as part of community transition meetings to learn university and community operations, policies, expectations, reporting opportunities, and resources.

Alumni/ae & Graduate Advisory Board

- Each chapter must have an alumni/ae & graduate advisory board approved by the local or inter/national organization.
- Alumni/ae & graduate advisors are expected to attend university, FSLD, and council sponsored meetings designated for advisors.
- Chapters should submit a list of their alumni/ae advisory board at the beginning of the academic year to FSLD directly. Changes in the advisory board should be communicated with FSLD.

Standards

Coaching

Chapter officers are expected to attend 1:1 coaching meetings with their corresponding FSLD advisor. The purpose of chapter coaching meetings are to connect and build relationships with the FSLD team, ensure compliance with FSLD Standards and national organization standards, and offer university resources and feedback to strengthen chapter performance and membership experience. FSLD chapter coaching does not take the place of organizational or national office requirements or meetings.

Academic Standards

Academic Standards for Fraternities and Sororities at USC are created and implemented with student wellbeing at the center. The spirit of academic standards was to provide students a benchmark to strive for as they adapt to the community and academic rigor, keeping academics centered in their experience. Chapters should strive for, practice, and demonstrate:

- **Performance:** Employ behaviors to achieve academic goals that meet organization and university standards and engage students in academic resources
- **Faculty Partnerships:** Establish and foster relationships with faculty through partnerships, involvement, and recognition

Minimum Grade Point Average Standards are focused on ensuring members maintain a primary focus of education at the University of Southern California to continue progression of academic means by members of the Trojan Fraternity & Sorority community, minimum requirements are expected of individuals, and chapters as a whole:

- **Individuals:** members of fraternities/sororities are expected to maintain a per-semester GPA **above 2.0**, the threshold for Academic Probation by the University. It is expected chapter leadership will hold individual members accountable.
- **Chapters:** Chapters as a whole must maintain a per-semester GPA at or above the University per- semester undergraduate GPA, detailed below.

Academic Accountability:

Chapters who shift below the required academic standards may be placed on a probationary period or improvement plan provided by the FSLD team in partnership with the national organization and governing council. Chapter size is central to a conversation about chapter academic performance and guides the coaching conversation with chapters. Chapters under the all-University undergraduate GPA will remain on probation until they reach that minimum. Progress during this process is defined as a .05-point increase in GPA per semester towards the minimum all-University undergraduate GPA level.

Civic Engagement

Chapters should strive for, practice, and demonstrate:

- **Community Awareness:** Engage as a responsible citizen by increasing awareness and education of charitable organizations and causes through events and programs
- **Philanthropy/Fundraising:** Utilize personal skills and abilities to contribute to community efforts through raising funds for a charitable organization
- **Service:** Identify and engage in opportunities to support communities, charitable organizations, and causes

Community Service/Fundraising Programs Fraternities and sororities are committed to developing citizenship through service and outreach. Philanthropy and community service should continue to be a core focus of all fraternities/sororities. Events and programs should raise awareness and provide education about charitable causes. Chapters should maintain documentation to demonstrate attendance and content of the program and evaluate/assess for learning and future needs.

A service-based event is defined as one that involves time and participation into a cause including, but not limited to, tutoring at local schools, volunteering at a food bank or soup kitchen, or other community engagement projects.

A fundraising based event is defined as one that raises funds for a charity and 100% of money raised is donated to charitable cause(s).

Each chapter should complete at least one service and one fundraising project/event per semester. Chapters should maintain documentation to demonstrate attendance, content of the program, and total funds donated. In addition, FSLD will partner with council officers in reviewing chapter service and fundraising efforts and ways to strengthen civic engagement with chapters.

Chapter leaders should encourage members to complete and report community service hours completed outside of the chapter sponsored service and fundraising events.

Well-Being & Safety

Chapters and councils should strive for, practice, and demonstrate:

- **Care and concern for self and others:** Assess and take action in cultivating environments of well- being, safety, and intervention
- **Demonstrate healthy practices** and lifestyles in education, work, and leisure

Well-Being & Safety Programming:

Chapter leadership is expected to council meetings in which critical education is provided by campus partners to learn about important university reporting options and resources. Chapter leaders are expected to educate their chapter members on reporting and resources.

FSLD will work with each council to schedule campus partners at their community meetings each semester or year.

FSLD as part of a chapter development plan can require a chapter to complete an educational session related to wellbeing and safety.

Chapters are encouraged to provide education to members related to wellbeing and safety each semester delivered by a campus partner or national org.

These types of events should not only reflect excellence in content alone, but a deep connection and relationship with on-campus resources including, but not limited to, the USC Department of Public Safety in conjunction with the Los Angeles Police Department, Campus Support & Intervention, Counseling & Mental Health, EEO/Title IX, Disability

Services, Relationship and Sexual Violence Prevention & Services, other university departments, or inter/national organization experts.

Emergency Response Protocol:

Chapters should have a local and or inter/national emergency response plan that details how chapter leadership will respond, communicate, and follow through on crises, natural disasters, and emergency situations. Chapters should review and practice these plans and protocol at least once an academic year with full membership to be sure members are prepared to respond.

Standards of Residential Experience for organizations with a recognized chapter facility:

It is the expectation that each chapter creates and maintains a productive and healthy living-learning environment.

This standard is focused on utilizing chapters' physical locations as a tool for member and chapter development as well as a complement to the academic mission of the university. USC organizations should have pride in their physical structures and be up to date in maintenance of their exterior, interior, and any alleys surrounding the property, and before, during, and after any events at the chapter facility.

Chapters are to complete all required life safety compliance as outlined in the university, city, and state standards. As recommended by fire and safety personnel, chapters should develop, practice, and educate members on their emergency response protocols and conduct fire drills at least once a semester.

Equity, Inclusion and Diversity

Chapters and FSLD are committed to creating inclusive brotherhoods and sisterhoods. Through educational programming and addressing systemic policy and practice issues, the work of inclusion is iterative, on-going, and part of every aspect of the membership experience and operations. Current initiatives and progress towards an inclusive fraternity and sorority membership experience can be found on the FSLD webpage.

Chapters should strive for, practice, and demonstrate:

Cognizance of Bias: Create an environment where members understand and have the opportunity to reflect on individual behavior and biases

Cultural Humility: Cultivate a learning environment centered in learning and understanding cultures different than one's own, centered in self-reflection and learning

Cultural Understanding: Understand and respect themselves and others in order to develop and broaden their knowledge, skills, and attitudes of diversity, inclusion, and equity

Diversity, Equity and Inclusion:

USC is a global institution and community. As defined in this section as both a process and a goal which includes knowledge, skills, and attitudes, USC and the Trojan Fraternity & Sorority community strives for a learning environment that fosters equity, diversity, inclusion, and access for all students. Each semester, chapters, councils, and FSLD will strive to provide or engage in programming around identity development, self- awareness, cultural capacity, and competency of members.

- Chapters are expected to attend the FSLD and council sponsored EID program each semester
- Chapters are expected to host a program for their members on EID
- Councils demonstrate their initiatives and efforts towards EID through policy and practice review and education

At least programming events each semester pertaining to cultural understanding and awareness with a minimum of **75%-member attendance**. Chapters should maintain documentation to demonstrate attendance and content of programs and evaluate/assess for learning and future needs.

Attendance by a minimum of **75% of members** at at least **one** event per semester hosted by Asian Pacific American Student Services (APASS), Center for Black Cultural & Student Affairs (CBCSA), Disability Services & Programs, LA CASA, LGBT Resource Center, Veterans Resource Center, EEO/Title IX, Relationship and Sexual Violence Prevention & Services.

Members may select any event throughout the semester to attend. A calendar of events may be found [here](#).

Leadership & Chapter Operations

Chapters should strive for, practice, and demonstrate:

- **Self-Governance** by understanding and demonstrating principles of governance
- **Ethical & Personal Responsibility:** Exemplify the courage to make decisions congruent with personal values, the principles of their inter/national organizations, and university

Campus Involvement:

Fraternity and sorority life is an impactful and important complement to academic life at USC. It is important that fraternity/sorority members have substantial connections in other facets of university student life. Membership in a fraternity and sorority means being involved in organizations on campus and attending all-campus events.

To tell the story of member engagement on campus, chapter leadership should coordinate gathering involvement records from members to report through the F/S Awards process as part of F/S Annual Report.

Accreditation Statuses:

Status	Requirements	Participation

Fully Accredited	Chapter that has completed all standards requirements for the semester and is in alignment with standards expectations.	Fully able to participate as a recognized social fraternity/sorority
Contingent Accreditation	Chapter that did not complete the Annual Accreditation Standards in totality.	Fully able to participate as a recognized social fraternity/sorority
Not Accredited	Chapter failed to complete a significant number of the standards requirements, received a judicial sanction, or was placed on Contingent Accreditation the previous semester and did not show considerable improvement.	Still maintains recognition, however operations may be limited

Standards & Accreditation Submission Checklist

The Trojan Greek Standards & Accreditation process serves as the annual recognition process for fraternities and sororities. Fraternities and sororities are to remain in good

standing with USC by completing the USC Registered Student Organization Recognition process with the Office of Campus Activities and remain in good standing with their respective council and inter/national organization.

The Trojan Greek Standards & Accreditation serve as a way to document growth and guide strategic planning for chapters, the council, and community. Items are due at the beginning of the fall semester and reviewed at meetings with FSLD advisors.

Academic Excellence

Date Due	Required Item (attached)	Completed?
	Academic Enhancement Plan	
	Maintained semester GPA above/at 2.5	
	Officers maintained a minimum 2.5 cumulative GPA?	
	Chapter has a faculty/staff advisor	

Civic Engagement

Term	Community Service Program/Event	Fundraising Program/Event
Fall		
Spring		

Member Community Service

Term	Total Chapter Membership	Total Membership Service Hours	Average service hours per member
Spring			

Fall			

75% of each chapter's membership completed 10+ hours of community service/semester

Well-Being & Safety

Term	Participated in Event Review Process	Attended Risk Prevention Trainings	Emergency Response Protocol Submitted	Signed Anti-Hazing Commitment Form	Completed Hazing Modules (2) from Hazing Prevention Zone	Submitted certificate of liability insurance
Spring						
Fall						

Leadership & Cultural Understanding

	Spring	Fall
Sponsored or participated in at least one cultural understanding/ awareness event each semester with a minimum of 75%-member attendance		
Member involvement in at least one non-Greek organization by 75%		
Submitted recruitment/intake		

guidelines and/or followed council recruitment rules		
Submitted new member/candidate/aspirant plans Membership roster updated within 48 hours of membership extension/acceptance		

Membership Roster & Member Retention

	Spring	Fall
Update Roster on EngageSC		
Updated chapter EngageSC Profile		
Attended FSLD 1:1 meeting on chapter strategy		
Chapter website updated		
Attended President Meetings (Community & 1:1 with FSLD Advisor)		
Attended Required Officer Meetings/Trainings		

Attended regional or Inter/national conferences/meetings		
Shared recognition received or Submitted local or regional inter/national awards packet		
Submitted new officer transition meeting/retreat plans Active alumni/ae advisory board recognized by the inter/national organization		

Retention

	Members joined (before initiation)	Members Initiated	Total Retention
Spring			
Fall			

Standards of Residential Experience (for organizations with a recognized chapter facility)

	House Manager Name	House Director Name
Spring		
Fall		

Trojan Fraternity/Sorority Standards Due Dates

Items are submitted through completing this editable PDF and submitting to your chapter advisor and USCFSLD@usc.edu.

Part Due Date Item(s)

Part 1 Due Wednesday before fall semester begins

- Membership roster updated in Engage
- Engage chapter profile updated
- Chapter calendar
- Chapter strategic plan
- Academic enhancement plan
- Chapter website updated
- Chapter emergency response protocols
- Signed Anti-Hazing Commitment Form
- Certificate of liability insurance
- New member/candidate/aspirant education plans
- Officer transition plans (chapters with fall elections)
- Record of chapter attendance and recognition received local and/or inter/national organization conference/meeting
- Regional inter/national awards packet (Either last year's completed version or current version)
- Retention percentages
- Membership Roster

Due 2 weeks before start of study days

- Membership roster updated in Engage

Part 2

- Any changes in plans or documents submitted in fall semester
- Officer transition plans (chapters with spring elections)
- Community service program details for fall
- Fundraising program details for fall
- Record of 75% member with 10+ community service hours for fall
- Chapter well-being & safety program details for fall
- Chapter cultural understanding program details for fall
- Retention percentages

Part 3

Due the Friday before the last week of classes in Spring

- Membership roster updated in EngageSC
- Community service program details for spring
- Fundraising program details for spring
- Record of 75% member with 10+ community service hours for spring
- Chapter well-being & safety program details for spring
- Chapter cultural understanding program details for spring
- Record of 75% of chapter involvement in non-Greek organization(s)
- Chapter participation of 50% in 2 campus events details
- Campus Activities Registered Student Organization Recognition

Trojan Greek Standards & Accreditation Acknowledgement Agreement

As chapter president, I understand these standards are vital to my organization's growth and success. I will ensure chapter members, alumni/ae advisors, and inter/national

leadership are aware of the Trojan Greek Standards & Accreditation at the University of Southern California.

I understand chapters not meeting expectations within the Trojan Greek Standards & Accreditation process will be held accountable with additional expectations, potential limitations, or loss of recognition.

By signing below, our chapter agrees to align with the Trojan Greek Standards & Accreditation.

_____ Fraternity/Sorority Name

_____ President Name

_____ President Signature

_____ Date