



Fraternity and Sorority Life

2025 Hawkeye Excellence and Goal Achievement Program Est. 2025

Purpose

Fraternity and Sorority Life at the University of Iowa fosters a holistic college experience by providing students with opportunities to belong, serve, lead, thrive, and succeed. These five opportunities have been outlined as the foundation for a healthy and successful chapter that advances the mission of each chapter on campus. Fraternity and Sorority Life has established the Hawkeye Excellence and Goal Achievement Program to support the planning, progress, and sustainability of social fraternities and sororities on campus, along with acknowledging achievements throughout the calendar year.

Vision

The Vision for Fraternity and Sorority Life at the University of Iowa is to create an environment for the students, chapters, councils, and the overall community to develop the knowledge, skills, and behaviors to achieve their individual and collective goals through intentional coaching, education, and programming that stems from research and assessment data.

Fraternity and Sorority Life

Fraternity and Sorority Life is dedicated to supporting organizations to meet the recognition requirements and achieve and excel in target areas. Toward that end, FSL will provide the following:

Programming

- Membership experience programs that acclimate members to the fraternity and sorority community and communicate expectations and aspirations of fraternity and sorority membership
- Leadership programming to provide aspiring leaders with vital skills and knowledge to have a positive impact on Iowa

Guidance and Accountability

- Advising, support, and guidance for four governing councils, Order of Omega, and other community initiatives, as appropriate
- Advising and support for individual organization success
- Annual review of chapter recognition and achievement of standards

Resources

- Liaison and referrals to other campus offices that may assist chapters in providing programming and development opportunities for their members
- Communication regarding programming, outreach, service, and philanthropic opportunities throughout the year

Promotion and Recognition

- Recognition of chapters who are meeting and exceeding target areas, as well as establishing goals for areas of opportunity
- Publicizing a report each semester (February/June) highlighting the important aspects of each organization at the University of Iowa and their achievement in the Hawkeye Excellence and Goal Achievement Program
- Advertising the collective accomplishments of the community, as well as individual initiatives, as appropriate

Reviewing of Chapter Standing

At the end of each semester, chapter activity will be reviewed and evaluated by FSL. FSL will determine the progress and achievement of each chapter in all focus areas at the end of each spring semester, as well as the overall standing of each chapter at the end of each fall semester. Chapter leaders and advisors will receive a mid-year report in June each year and a final report in February each year. FSL coaches will meet with each chapter president to discuss the organization's successes, areas of opportunity, and goals for the subsequent year.

Process

All chapters are responsible for reporting the Recognition Requirements and their activities and achievement by the deadlines established in this document or communicated by FSL. Chapters are encouraged to report their activities **as they occur** to ensure all activities are reported accurately. However, at minimum, reports must be submitted by the deadlines outlined.

Chapters must comply with all provisions of the Recognition Requirements articulated in this document to be considered a recognized student organization at the University of Iowa. In addition, chapters that exceed all targets in any of the focus areas (i.e. Academic Achievement, Campus and Community Involvement, Civic Engagement, Council Involvement, Education and Learning, Financial Stewardship, Health and Safety, Leadership Development, Membership Growth and Development, Stakeholder Engagement) will be considered for recognition of excellence in that area. Chapters that meet standards across 6 or more focus areas will be recognized for Standards Achievement. Chapters that exceed standards across 6 or more focus areas will be recognized as a Hawkeye Excellence Chapter and will be in the consideration for Chapter of the Year for their respective council.

Recognition Requirements

For a chapter to be a recognized organization through FSL and at the university, the chapter must update and provide information to FSL each semester.

Recognition requirements include:

Item	Item to be Submitted	Method of Submission	Deadline for Submission
R.1	Chapter Certificate of Insurance	Engage Form	<i>Annually by expiration date on the certificate</i>
R.2	Organization Registration	Engage Registration	Academic Term Officers: May 31 Semesterly Term Officers: May 31 Calendar Term Officers: December 31
R.3	Member/Officer Roster Update (any changes to members, new members, officers, advisors)	Engage Form	Spring Roster 1: February 1 Spring Roster 2: April 15 Fall Roster 1: September 1 Fall Roster 2: November 15

Failure to update or provide required information with FSL by the designated deadline will result in the organization being placed on a “frozen” status in Engage. Organizations that are “frozen” lose organization privileges, such as the ability to register and host events, book rooms on campus, utilize campus facilities, and participate in campus-sponsored events and programs.

HAWKEYE EXCELLENCE

Focus Area 1: Academic Achievement

Members of the fraternity and sorority community at Iowa will strive for excellence in their academic endeavors. Organizations will provide support for academic achievement of chapter members to ensure their individual and collective intellectual development and academic success. The following standards will be used to evaluate each chapter's progress toward excellence in academic achievement.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
1.a	Academic Achievement Plan	Chapter does not submit or implement an Academic Achievement Plan	Chapter submits and implements an Academic Achievement Plan and reports their progress	Chapter submits and implements an Academic Achievement Plan that challenges members to strive for academic success, provides scholastic support, and recognizes improvement and excellence in academic performance and reports their progress
1.b	Chapter Semester GPA at or above peer group average ¹	Below peer group average	At peer group average	Exceeds peer group average
1.c	Chapter Semester GPA at or above average compared to previous year (fall to fall and spring to spring comparison)	Below previous chapter semester average	At previous chapter semester average	Exceeds previous chapter semester average
1.d	Chapter Percentage of Members on Dean's List and President's List	Below the all-university percentage of undergraduate students on the combined Dean's List and President's List	At the all-university percentage of undergraduate students on the combined Dean's List and President's List	Above the all-university percentage of undergraduate students on the combined Dean's List and President's List
1.e	Chapter New Member Semester GPA at or above peer group average ²	Below peer group average	At peer group average	Exceeds peer group average

^{1,2} Sororities will be compared to the all-women's GPA. Fraternities will be compared to the all-men's GPA.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Academic Achievement Plan (1.a)	Engage Form	March 1

HAWKEYE EXCELLENCE

Focus Area 2: Campus and Community Involvement

Members in the fraternity and sorority community will participate in activities that help them to build positive relationships and learn about various areas and individuals throughout the Iowa and Iowa City community. The following standards will be used to evaluate each chapter's progress toward excellence in campus and community involvement.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
2.a	Chapter engages in university or Iowa City community events focused on campus pride and traditions, career and academic enhancement, and creating a welcoming and respectful campus environment (i.e. Homecoming, Dance Marathon, Thursday on the Terrace, Career Fair, Day of Dialogue etc...)³	Chapter does not engage in at least 2 university or Iowa City community events with 80% of its membership participating between the number of events	Chapter engages in at least 2 university or Iowa City community events with 80% of its membership participating between the number of events	Chapter engages in at least 2 university or Iowa City community events with 100% of its membership participating between the number of events
2.b	Chapter members participate in student organizations, campus leadership opportunities, or challenging academic activities outside of their fraternity or sorority each semester (i.e. student organizations, new student orientation, resident assistant, USG, internship, undergraduate research, work study)	Less than 70% of the chapter's members participate in involvement opportunities outside of their fraternity or sorority	At least 70% of the chapter's membership participates in involvement opportunities outside of their fraternity or sorority each semester	At least 85% of the chapter's membership participates in involvement opportunities outside of their fraternity or sorority each semester

³ Events requiring chapter participation to meet governing council obligations are excluded. Organization meetings or events primarily sponsored by fraternities, sororities, or governing councils also do not fulfill this standard. Iowa athletic events will not be considered.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Program Evaluation (2.a)	Engage Form	May 2 and December 12
Member Engagement List (2.b)	Engage Form	May 2 and December 12

HAWKEYE EXCELLENCE

Focus Area 3: Civic Engagement

Members in the fraternity and sorority community will participate in activities that allow them to become positively engaged in and give back to their local, state, national, and global communities. This includes engagement in community service, service-learning, and philanthropic activities. The following standards will be used to evaluate each chapter's progress toward excellence in civic engagement.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
3.a	Chapter members participate in hands-on community service opportunities ⁴	Average number of hours per chapter member is less than 8 hours per year	Average number of hours per chapter member is between 8-10 hours per year with more than 80% of the membership actively volunteering	Average number of hours per chapter member is more than 10 hours per year with more than 80% of the membership actively volunteering
3.b	Chapter collectively engages in community service projects ⁵	Chapter does not engage in community service projects with more than 50% of the membership actively volunteering	Chapter engages in at least 1 community service project with more than 50% of the membership actively volunteering	Chapter engages in education and reflection prior to and following community service projects to enhance members' sense of civic responsibility and understanding of other perspectives and cultures
3.c	Chapter collectively implements philanthropic events or initiatives ⁶	Chapter does not implement philanthropic events in which more than 50% of the membership participates in the event(s)	Chapter implements at least 1 philanthropic event in which more than 50% of the membership participates in the event(s) and reports money raised or goods collected, if applicable	Chapter engages in education and reflection prior to and following philanthropy events to enhance members' sense of civic responsibility and understanding of other perspectives and cultures and reports money raised or goods collected, if applicable

^{4,5} Working or attending a philanthropy event does not qualify as community service hours. Community service is active participation and hands-on interactions with organizations or individuals that benefit from your time, allowing you to make a connection between yourself, the skills you offer, and the needs of the community.

⁶ Participating in or attending a philanthropy event does not qualify. Fraternities and sororities must sponsor and host an event that raises money, collects goods, or provides education for a worthwhile cause. A philanthropy event is defined as a program where the nonprofit organization is the primary focus and raises money or awareness for a philanthropy.



Fraternity and Sorority Life

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Community Service Hours (3.a)	Engage Form	May 2 and December 12
Program Evaluation (3.b, 3.c)	Engage Form	May 2 and December 12

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Focus Area 4: Council Involvement

Fraternities and sororities are most successful when they maintain positive and supportive relationships with chapters across all four fraternity and sorority governing councils at Iowa. The university believes that fraternities and sororities should collaborate with their inter/national organizations and actively participate in their respective governing council. The following standards will be used to evaluate each chapter's progress toward excellence in council involvement.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
4.a	Chapter is recognized and maintains good standing with a governing council (IFC, MGC, NPHC, PHC) ⁷	Chapter is not in good standing with the governing council	Chapter is in good standing with a governing council	Chapter is considered a model organization among its peers based on criteria outlined by a governing council
4.b	Chapter participates in events with each governing council and/or chapters from each governing council ⁸	Chapter does not participate in events with each governing council and/or chapters from each governing council	Chapter engages in at least 4 events, 1 with each governing council and/or chapters from each governing council, with 80% of its membership participating between the number of events	Chapter engages in at least 4 events, 1 with each governing council and/or chapters from each governing council, with 100% of its members participating between the number of events
4.c	Engagement in Governing Council Leadership	Chapter has no members run for council leadership and is not represented on the governing council executive board	Chapter member(s) run for council leadership or is elected to the governing council executive board	N/A

⁷ Governing councils will provide documentation of chapter standing at the end of each calendar year.

⁸ Events involving alcohol or recruitment/intake are excluded.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Program Evaluation (4.b)	Engage Form	May 2 and December 12

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Focus Area 5: Education and Learning

Fraternities and sororities at Iowa will enhance their members' individual and personal development by providing high-impact experiences and learning opportunities. These activities should promote leadership, self-awareness, teamwork, critical thinking, cultural competence, creativity, and intellectual growth. The following standards will be used to evaluate each chapter's progress toward excellence in education and learning.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
5.a	Chapter engages in educational programs addressing hazing, mental health and wellness, violence prevention, alcohol and other drugs, healthy relations, values congruence, accountability, bystander intervention, or creating a respectful and welcoming environment ⁹	Chapter engages in less than 3 educational programs with more than 50 % of membership actively participating	Chapter engages in 3-5 educational programs with more than 50% of the membership actively participating between the number of programs	Chapter engages in 6 or more educational programs with more than 50% of the membership actively participating between the number of programs
5.b	Annual Engagement in New Member Academy sponsored by Fraternity and Sorority Life (Overview, Academic Achievement, Health and Safety, Allyship/Opportunity/Diversity, Involvement Opportunities) ¹⁰	Less than 100% of the chapter's first-year members completed required New Member Academy ICON modules	100% of the chapter's first-year members completed required New Member Academy ICON modules	N/A
5.c	Engagement in Fraternity and Sorority Life Current Events Course (Spring Semester)	Chapter has no members enrolled in the course	Chapter has 1 member enrolled in the course	N/A

⁹ Educational programs fulfilling university or inter/national organization outcomes or sanctions for misconduct or policy violations are excluded.

¹⁰ Chapters with past due completion will be placed on a "frozen" status on Engage. Organizations that are "frozen" lose organization privileges, such as the ability to register and host events, book rooms on campus, utilize campus facilities, and participate in campus-sponsored events and programs.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Program Evaluation (5.a)	Engage Form	May 2 and December 12

HAWKEYE EXCELLENCE

Focus Area 6: Financial Stewardship

Fraternities and sororities are most successful when they employ sound financial practices that reflect stewardship and create transparency. As a result, members are able to evaluate their membership experience and return on investment. The following standards will be used to evaluate each chapter's progress toward excellence in financial stewardship.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
6.a	Chapter prepares a budget to present to its membership and advisor for approval ¹¹	Chapter does not submit evidence of a prepared budget	Chapter submits evidence of a prepared budget approved by its membership and advisor	Chapter submits evidence of a prepared budget that is approved by its membership and advisor and considers the organization's stewardship and members' return on investment
6.b	Chapter conducts a mid-year assessment, evaluating its financial successes and failures ¹²	Chapter does not conduct a mid-year assessment	Chapter conducts and submits evidence of a mid-year assessment	Chapter conducts and submits evidence of a mid-year assessment that considers and reflects on the organization's stewardship and members' return on investment
6.c	Chapter conducts a year-end assessment, evaluating its financial successes and failures ¹³	Chapter does not conduct a year-end assessment	Chapter conducts and submits evidence of a year-end assessment	Chapter conducts and submits evidence of a year-end assessment that considers and reflects on the organization's stewardship and member' return on investment

¹¹ Appropriate evidence includes a prepared chapter budget and/or a letter confirming approval of the prepared budget by chapter membership signed by the chapter advisor. Concerning line items may result in further conversations with your FSL Chapter Coach and/or the Office of Student Accountability.

^{12, 13} Appropriate evidence includes official chapter expense reports and/or written analysis signed by the chapter advisor.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Chapter Budget (6.a)	Engage Form	February 1
Chapter Budget Assessment (6.b, 6.c)	Engage Form	May 2 and December 12

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Focus Area 7: Health and Safety

Members of the fraternity and sorority community at Iowa shall comply with risk management policies set forth by the university and their inter/national organization. Fraternities and sororities have a responsibility to create and maintain safe, constructive, and positive spaces for their members and guests. Organizations that are found responsible for misconduct or university policy violations by the Office of Student Accountability during the calendar year will automatically be issued an “Opportunity for Growth” rating for the health and safety focus area. The following standards will be used to evaluate each chapter’s progress toward excellence in chapter health and safety.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
7.a	Risk Prevention and Safety Plan ¹⁴	Chapter does not submit or implement a Risk Prevention and Safety Plan	Chapter submits and implements a Risk Prevention and Safety Plan and reports their progress	Chapter submits and implements a Risk Prevention and Safety Plan that includes intervention strategies based on the PREFF model and reports their progress
7.b	2024-2025 Annual Engagement in Violence Prevention Education (VPE) Tiers 1-4 sponsored by Fraternity and Sorority Life and the Women’s Resource and Action Center	Less than 80% of the chapter’s members completed Violence Prevention Education	80% of the chapter’s members completed Violence Prevention Education	90% or more of the chapter’s members completed Violence Prevention Education
7.c	2024-2025 Annual Engagement in Alcohol and U Education sponsored by Fraternity and Sorority Life and Student Wellness	Less than 80% of the chapter’s members completed Violence Prevention Education	80% of the chapter’s members completed Violence Prevention Education	90% or more of the chapter’s members completed Violence Prevention Education

¹⁴ Chapters are not permitted to host events with alcohol until an acceptable Risk Prevention and Safety Plan is submitted and approved by FSL.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Risk Prevention and Safety Plan (7.a)	Engage Form	February 1

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Focus Area 8: Leadership Development

Fraternities and sororities at Iowa will foster leadership potential within their members throughout all stages of their academic career by providing and encouraging meaningful experiences locally and nationally. These activities should promote integrity, responsible and ethical decision-making, and setting an example for others. The following standards will be used to evaluate each chapter's progress toward excellence in leadership development.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
8.a	Officer Transitions ¹⁵	Chapter does not plan or implement a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers	Chapter plans and implements a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers	Chapter plans and implements a retreat or meeting for newly elected officers to be properly transitioned by outgoing officers that included engagement in mid-range (3-5 years) chapter planning and goal setting
8.b	Engagement in officer training programs sponsored by Fraternity and Sorority Life (Advance, Welcome Back) ¹⁶	Chapter has partial or no participation in officer training programs	Chapter has full participation in officer training programs	N/A
8.c	Chapter participates in monthly All Council Meetings	Chapter has partial or no participation in All Council Meetings	Chapter has full participation in All Council Meetings	N/A
8.d	Engagement in leadership programs or business meetings sponsored by the chapter's inter/national or regional organization (Officer Training, Convention, Conclave, Regional Conference, Leadership Academy, etc...) ¹⁷	Chapter is not represented at an inter/national or regional leadership program or business meeting	At least 1 chapter member attended an inter/national or regional program or business meeting	Chapter hosts at least 1 inter/national or regional program or business meeting, sends more than the minimum number of representatives, or submitted application for an inter/national award

¹⁵ Chapter advisors, graduate chapter members, regional representatives, or inter/national representatives should be involved in officer transition activities. In addition, officers should collectively prepare goals to move the chapter towards excellence as defined by the university and their inter/national organization.

¹⁶ Officer or member absences due to scheduling or academic commitments must be excused by FSL, in writing, at least 2 weeks prior to the program. Officer or member absences due to family or medical emergencies must be excused by FSL, in writing, at least 24 hours prior to the program.

¹⁷ As a reminder, many inter/national organizations offer scholarships to members interested in attending regional or national leadership programs outside of FSL.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Officer Transition Program Evaluation Forms (8.a)	Engage Form	Fall Elections: February 15 Spring Elections: September 1 Semesterly Elections: February 15 & September 1
Program Evaluation (8.d)	Engage Form	May 2 and December 12

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Focus Area 9: Membership Growth and Development

Members of the fraternity and sorority community will participate in activities that allow them to develop the knowledge, skills, and dispositions to become well-rounded and civically engaged. Chapter leadership will work with their members to identify appropriate growth and development. The following standards will be used to evaluate each chapter's progress toward excellence in membership growth and development.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
9.a	Growth and Sustainability Plan ¹⁸	Chapter does not submit or implement a Growth and Sustainability Plan	Chapter submits and implements a Growth and Sustainability Plan and reports their progress	Chapter submits and implements a Growth and Sustainability Plan that includes proactive, intentional activities that focus on building authentic relations with potential new members and reports their progress
9.b	New Member Education/Intake Plan ¹⁹	Chapter does not submit or implement a New Member Education or Intake Plan	Chapter submits and implements a New Member Education/Intake Plan and reports their progress	Chapter submits and implements a New Member Education/Intake Plan that includes new member goal setting and reports their progress
9.c	New Member Class or Line	Chapter does not increase membership with a new member class or line	Chapter increases membership with a new member class or line at least once during the calendar year	N/A
9.d	Membership Development and Retention Plan	Chapter does not submit or implement a Membership Development and Retention Plan	Chapter submits and implements a Membership Development and Retention Plan and reports their progress	Chapter submits and implements a Membership Development and Retention Plan that includes strategies to increase member retention and address member development across all years of their college experience and reports their progress
9.e	Chapter hosts or supports activities that promote siblinghood and spending quality time with other	Chapter does not engage in siblinghood activities	Chapter engages in and evaluates at least 2 siblinghood activities	Chapter engages in and evaluates at least 2 siblinghood activities that include a discussion of how

	members (ex. Intramural teams, chapter retreats, movie nights) ²⁰			members define brotherhood/sisterhood/siblinghood and what expectations they have of one another
9.f	Peer Accountability Process ²¹	Chapter does not submit evidence of a peer accountability process	Chapter submits evidence of a peer accountability process approved by its inter/national organization	Chapter submits evidence of a peer accountability process that is approved by its inter/national organization and considers the development and behavioral change of members in the process

¹⁸ Submitted plans should comply with inter/national policies and include activities and experiences that are meaningful, positive, safe, and constructive. Chapters are not permitted to conduct recruitment or intake activities until an acceptable Growth and Sustainability Plan is submitted and approved by FSL each semester. **Chapters below 5 members must meet with their chapter coach to review and discuss.**

¹⁹ Submitted plans should comply with inter/national policies and be conducive to strong academic performance of all new members. Included activities and experiences should be meaningful, positive, safe, and constructive. Chapters are not permitted to conduct new member or intake activities until an acceptable New Member Education or Intake Plan is submitted and approved by FSL each semester.

²⁰ Activities must be “members only” to qualify. Mandatory chapter meetings or events and events involving alcohol are excluded. Semester-long events, such as intramural teams, only need to be documents once each semester.

²¹ Appropriate evidence includes a peer accountability process outlined and/or a letter confirming approval of peer accountability process signed by the chapter advisor.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Growth and Sustainability Plan (9.a)	Engage Form	Spring: December 12, 2024 Fall: April 30
New Member Education/Intake Plan (9.b)	Engage Form	Spring: January 31 Fall: September 12
Membership Development and Retention Plan (9.d)	Engage Form	March 1
Program Evaluation (9.e)	Engage Form	May 2 and December 12
Peer Accountability Process Outline (9.f)	Engage Form	February 1

HAWKEYE EXCELLENCE

Focus Area 10: Stakeholder Engagement

Fraternities and sororities are most successful when they maintain an active and positive relationship with their respective stakeholders (alumni, graduate chapter members, families). The university believes that fraternities and sororities should discover and implement opportunities for alumni and graduate chapter members to remain involved and families to get involved in and be informed about chapter activities. The following standards will be used to evaluate each chapter's progress toward excellence in stakeholder engagement.

Item	Standard	Opportunity for Growth	Meets Standard	Exceeds Standard
10.a	Chapter provides alumni members opportunities to engage in chapter activities or remain informed of chapter life and events ²²	Chapter does not provide communication or engagement opportunities for alumni or graduate members	Chapter publishes an annual alumni newsletter	Chapter publishes an annual alumni newsletter and hosts at least 1 program that engages alumni or graduate members in meaningful ways
10.b	Chapter provides family members or chapter member support systems opportunities to engage in chapter activities or remain informed of chapter life and events ²³	Chapter does not provide communication or engagement opportunities for family members or chapter member support systems	Chapter publishes an annual newsletter or hosts at least 1 program that engages family members or chapter member support systems in meaningful ways	N/A

^{22,23} Events involving alcohol are excluded.

Reporting

Each chapter must submit the following to Fraternity and Sorority Life:

Item to be Submitted	Method of Submission	Deadline for Submission
Program Evaluation (10.a, 10.b)	Engage Form	May 2 and December 12



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Improvement and Accountability Measures

Improvement and accountability measures are intended to provide support and guidance for chapters that are not meeting a majority of the targets in 1 or more of the focus areas. The following table provides an overview of the action a chapter should expect.

Target Areas for Growth	Corrective Action
1-4 Focus Areas for Growth	Chapter works with FSL Chapter Coach to create a Goal Achievement Plan addressing the focus area(s) for growth
5 or more Focus Areas for Growth	Chapter is referred to their respective council peer accountability process and works with FSL Chapter Coach to create a Goal Achievement Plan addressing the focus areas for growth
5 or more Focus Areas for Growth (Consecutive Years with No Improvement)	Chapter made insufficient progress toward minimum standards and must participate in a restorative circle with their FSL Chapter Coach, Director of FSL, respective governing council president and peer accountability officer, chapter advisor, inter/national organization representative, and any other relevant stakeholder to demonstrate commitment to remain recognized at Iowa. Following the restorative circle, FSL and the respective governing council will determine the status of the chapter moving forward. University recognition may be withdrawn. If recognition is not withdrawn, specific requirements will be developed that are designed to help the chapter address the most significant deficiencies. Failure to adhere to these requirements will result in loss of recognition.



Fraternity and Sorority Life

HAWKEYE EXCELLENCE Goal Achievement Plan

Fraternity and Sorority Life at the University of Iowa believes that a high functioning and successful chapter is one that has a vision and path toward goal achievement, and this is a tool that will aid in that process. In this process chapters will review data from the previous calendar year and create a Goal Achievement Plan that addresses areas for growth for the upcoming calendar year. The data provided in a final report in February will serve as a yearly benchmark of successes and areas of opportunity for chapter leaders to review historical data and trends and compare their progress from year to year. The purpose of the Goal Achievement Plan is to ensure chapters remain relevant to their inter/national organization, governing council, and the University of Iowa by setting goals that address each area for growth.

Item to be Submitted	Method of Submission	Deadline for Submission
Goal Achievement Plan ²⁴	Engage Form	March 1

²⁴ Once the Goal Achievement Plan has been submitted, please set up a meeting with your FSL Chapter Coach to review. The Goal Achievement Plan will also be shared with chapter advisors and inter/national partners.