SLUG GREEK EXCELLENCE PROGRAM

"*Excellence* is not a gift, but a skill that takes practice.
We do not act *rightly* because we are *excellent*,
in fact we achieve excellence by acting *rightly*."

- Plato

GLO Presidents & Executives at Winter 2023 Retreat

GREEK-LETTER ORGANIZATIONS AT UCSC

IGC Delegates at the IGC Winter 2023 Social

SOMeCA is homebase for UCSC's Registered Greek-Letter Organizations (GLOs). GLOs are student-initiated communities which reflect the diverse interests, cultures, and backgrounds of UCSC students. Student organizations provide creative environments for students to learn collaboration, agency, organization dynamics, integrity of purpose, relations with constituents, and self-understanding.

The purpose of the Slug Greek Excellence Program is to help chapters uphold the values by which they were founded by elevating the learning environments for their members and having a shared set of community values. Our community is built upon: Accountability, Agency, Compassion, Collectivity, Integrity and Mindfulness. These values are a shared set of how we innovate, inspire, and engage. Whether those involved are a student leader or a contributing member, these values are at the heart of your experiences here in SOMeCA.

In order to foster the positive growth and success of the GLO community at UCSC, chapters are expected to provide enrichment to the collegiate experience and the campus community. It is our hope that through participating in our excellence program, GLOs will be able to recognize and critically examine the strengths and areas of improvement for the organization, enhance the individual and chapter experience after feedback is received, create a GLO experience based on organizational and community values, and develop partnerships that will improve chapter functions.

"We are what we repeatedly do. Excellence, then is not an act, but a habit."

- Aristotle

OPERATIONS & ADMINISTRATION

This area will focus on the SOMeCA value of Accountability, or being responsible for one's impact and responsive to feedback. The criteria below informs Accountability as GLOs prioritize creating and maintaining supportive partnerships between their chapter and the SOAR office.

Chapter Registration

The process to register your GLO as a registered student organization (RSO) takes place in fall quarter only. Each GLO determines whether to register as a Path A or Path B student organization.

Constitution & By-Laws including Judicial Processes

These documents are submitted at the beginning of the academic year, as part of the registration process.

Chapter Executive Form

The Chapter Executive Form must be submitted once a new Executive Board has been elected or any time there are changes to the Executive Board throughout the academic year.

Insurance Certificates

Inter/National GLO's are required to submit Insurance Certificates to the SOAR office to remain in good standing with the University.

Please consult with your Inter/National Chapter Advisor and SOAR advisor if you have questions about this.

Chapter Rosters

Chapter Rosters are updated and submitted on a quarterly basis. Information that is required to be included are Cumulative Chapter GPA, Cumulative New Member GPA, name of member, Student ID, UCSC email, and Membership Status.

Please contact your SOAR advisor to obtain access to the Google Spreadsheet of the Chapter Roster.

Anti-Hazing Forms

All members submit the Anti-Hazing Form acknowledging University Policies and State Law around hazing. Once the Anti-Hazing Form is signed, it is valid for the entire academic year.

FSL Event Data

Each Quarter, GLO's are required to submit a list of all their on and off campus events. Information that is required to be included are date, time, event name, on or off campus, address of event, type of event, and notes. Detailed information regarding the FSL Transparency Act will be provided to the leadership at the beginning of their term.

Please contact your SOAR advisor to obtain access to the Google Spreadsheet of the FSL Event Data.

EDUCATION & DEVELOPMENT

This area will focus on the SOMeCA value of Agency, or the ability to interact with the world fully and actively. The criteria below informs agency as GLOs prioritize the leadership development of their membership, executive council, and the organization as a whole.

Fall Orientation

At the beginning of every academic year, orientation is held to help prepare for the academic year. This may include workshops with campus partners such as Student Conduct & Conflict Education, CARE, SHOP, etc. Additionally, there will be time dedicated to review the responsibilities and expectations of being a GLO leader at UCSC.

Winter Retreat

In winter quarter, a half-day retreat will be held for GLOs. The retreats focus on key areas of growth and development for the larger GLO community. At least two GLO leaders from each chapter are expected to attend.

Recruitment/Rush Plan

Each quarter that a GLO hosts a recruitment/rush, the GLO must submit their recruitment flyer for approval. The recruitment flyer must clearly state that all off-campus events are not sponsored by the University. For all on-campus events, an event proposal must be completed.

New Member Education Program & Calendar

A New Member Education Program & Calendar must be submitted each quarter where a new class will be initiated for the chapter. The document must capture all meetings, programs, activities, and events held from bid day to crossing. Please note that all crossing ceremonies must be completed by Friday of Week 10 of each quarter. All of these must include date, time, location, goals, and attendance.

You may use your own manual or document with the requested information above or you may use the template provided.

New Member Education Training

All new members will be required to attend New Member Education Training the quarter after they have completed their intake process. These trainings are hosted by SOAR in partnership with CARE and Student Conduct & Conflict Education. The dates for the New Member Education Training will be provided directly to the New Members and to the Chapter Presidents.

COMMUNITY RELATIONS & LEADERSHIP

This area will focus on SOMeCA's value of Collectivity, or the ability to actively inquire, include and learn from others. The criteria below informs Collectivity as GLOs prioritize contributing to the creation of environments where the communities they're a part of, both on and off campus, promote safe, healthy and respectful relationships.

Chapter/Advisor Meetings
Each GLO is assigned a professional staff advisor to work in partnership throughout the year. The relationship between a GLO and their SOAR advisor is crucial to the success of GLOs and SOAR. Meeting topics can consist of organizational development, leadership goals, navigating conflict, and program planning. GLOs are expected to take initiative in reaching out to schedule at least two meetings per quarter.

Chapter Presidents Meetings
All Chapter Presidents meet on a regular basis to discuss issues and matters that affect the larger GLO community. Through dedicated time and discussions, the Chapter Presidents develop and implement practices and approaches that support the health and sustainability of the GLO community. These meetings will be scheduled as needed.

Governing Council Meetings
There are two governing councils within the GLO community: Inter-Greek Council (IGC) and College Panhellenic Council. All chapters are expected to have a representative for their respective council, in addition to the elected officers that serve each.

Community Collaborative Event
To strengthen bonds across the UCSC community, chapters are encouraged to host at least one collaborative event with another GLO, student organization, campus office (e.g. Ethnic Resource Centers). Examples of collaborative events can include socials, philanthropies, etc.
- An evaluation form must be submitted. Key information that must be reported includes a description, who you partnered with, key takeaways from the collaborative event, and a copy of the attendance sheet.

Philanthropy Event
GLO's have a history of organizing or leading efforts, through single event or multiple events to raise money or collect items for various causes or charities, both at a local level in Santa Cruz county and at a national level in the country.
- An evaluation form must be submitted. Key information that must be reported includes a description, key takeaways from the philanthropy event, and a copy of the attendance sheet.

Service Event
GLO's have a history of participating and/or organizing at least one service event during the academic year to support the local/Bay Area communities. Examples of service events can include beach clean-ups, campus clean-ups, writing letters to seniors, etc.
- An evaluation form must be submitted. Key information that must be reported includes a description, key takeaways from the service event, and a copy of the attendance sheet.

WELLNESS & SAFETY

This area will focus on the SOMeCA value of Integrity, or doing the right thing at all times regardless of how you might be affected. By providing a safe and positive environment for all its leaders, members, UC Santa Cruz and Santa Cruz County community, our chapters pledge to ensure that we are actively engaging in the well-being of everyone.

Academic Success Plan
This plan focuses on how the GLO will uphold a standard of academic success for their members and what academic support will be provided to their members. The plan should include:
- GPA Standards
  - Minimum for Members, New Members/Interest.
- Questions to be answered:
  - Does the chapter have a designated leader focused on academic/scholarship and how do they engage with the members?
  - How does the chapter communicate with your membership about the GPA requirement?
  - What are the scholarship/academic programs that the chapter hosts? Please denote which ones are hosted specifically for new members and for all members.
  - What are the best practices that the chapter implements to ensure that folks are supported academically?
  - What steps are taken to support members that may be facing *Academic Probation* or *Subject to Disqualification*?

Alcohol & Other Drugs (AOD) Prevention Plan
This plan focuses on what education and measures the GLO does to prevent AOD abuse. The plan includes:
- AOD Prevention Policy *(if applicable)*.
- GLO Organization Statement on AOD Prevention.
- Questions to be answered:
  - How does the chapter communicate with your membership include new members/interest about AOD support and resources?
  - How does the chapter manage alcohol consumption at events?
  - What are the best practices that the chapter implements to ensure that folks are supported during socials, etc.
  - How does the chapter engage with members about AOD support and resources? How does the chapter support members who express concerns around AOD?

Hazing Prevention Plan
This plan focuses on what education and measures the GLO does to prevent hazing. The plan includes:
- GLO Hazing National Policy *(if applicable)*.
- GLO Organization Statement on Hazing.
- Questions to be answered:
  - How does the chapter communicate with your membership including new members/interest about what constitutes hazing and the policies/laws around it?
  - What are the best practices that the chapter implements to ensure that hazing does not happen within events, new member education, etc.?
  - How does the chapter provide information to your membership including new members/interest on how to report hazing and to who they can report hazing to? What support and resource are available for your membership including new members/interest?

Preventative & Educational Workshops

Chapters are required to host two preventative and educational workshops with at least 75% membership attendance. New members are not required to attend these workshops.

Preventative Workshops may address themes such as safe partying, consent, safe sex, sexual health, bystander intervention, sexual violence and sexual harassment, gender-based violence and discrimination, alcohol and other drugs use, mental health and wellness, etc. Education Workshops may address themes such as resume and interview tips, stress management, health and wellness, coping skills, self-defense, etc. Presenters for these workshops can be from offices on campus, organizations in Santa Cruz, non-profit organizations and individuals from your GLO's Inter/National Headquarters; however, they cannot be student members of your respective chapter.

Please discuss and coordinate with your SOAR Advisor on all workshops.
- An evaluation form must be submitted. Key information that must be reported includes workshop description, key takeaways from the workshop, presenter details, and a copy of the attendance sheet.

SLUG GREEK EXCELLENCE PROGRAM DATES & DEADLINES

FALL 2024

Program & Expectations	Weeks to be completed by	Check Box
GLO Fall Orientation	September	
Chapter Registration: Application	Week 1 - 2	
Submission of *Chapter Executive Form*	Week 1 - 2	
Submission of *Recruitment/Rush Plan*	Week 1 - 2	
Chapter Registration: Leadership Trainings	Week 3 - 9	
Submission of *Chapter Roster*	Friday, October 25th	
Submission of Chapter & New Member GPA	Friday, October 25th	
Submission of *Anti-Hazing Forms*	Friday, October 25th	
Submission of *New Member Education Program & Calendar*	Friday, October 25th	
Submission of *Academic Success Plan*	Friday, October 25th	
Submission of *Hazing Prevention Plan*	Friday, October 25th	
Submission of *Alcohol & Other Drugs Prevention Plan*	Friday, October 25th	
Submission of *Constitution & Bylaws including judicial processes*	Friday, October 25th	
New Member Education Training *(only for Spring 2024 Cohort)*	Week 5 - 7	
Dialogue with SOAR advisor of what the 2 Preventative & Educational Workshops will be	Week 5 - 9	
Submission of FSL Event Data	Friday, December 6th	
Attendance at Governing Council Meetings	Ongoing	
Attendance at Chapter President's Meeting	Ongoing	
Chapter/Advisor Meetings *(2 required)*	Ongoing	
Dialogue with SOAR advisor of what the Collaborative Event with another GLO, RSO, or campus unit will be	Ongoing	
Submission of Insurance Certificate *(if applicable)*	Ongoing *(Review expiration date)*	

SLUG GREEK EXCELLENCE PROGRAM DATES & DEADLINES

WINTER 2025

Program & Expectations	Weeks to be completed by	Check Box
Submission of *Chapter Executive Form* (*if applicable*)	Week 1 - 2	
Submission of *Recruitment/Rush Plan*	Week 1 - 2	
GLO Winter Retreat	Week 3 - 4	
New Member Education Training (*For Fall 2024 cohort*)	Week 3 - 7	
Submission of *Chapter Roster*	Friday, January 31st	
Submission of Chapter & New Member GPA	Friday, January 31st	
Submission of *Anti-Hazing Forms*	Friday, January 31st	
Submission of *New Member Education Schedule*	Friday, January 31st	
Host 1st Preventative & Educational Workshop	Week 5 - 9	
Submit Preventative & Educational Workshop Evaluation	Week 5 - 9	
Potentially host a Collaborative Event with another GLO, RSO, or campus unit	Week 5 - 9	
Submission of FSL Event Data	Friday, March 14th	
Attendance at Governing Council Meetings	Ongoing	
Attendance at Chapter President's Meeting	Ongoing	
Chapter/Advisor Meetings (2 required)	Ongoing	
Submission of Insurance Certificate (*if applicable*)	Ongoing (Review expiration date)	

SLUG GREEK EXCELLENCE PROGRAM DATES & DEADLINES

SPRING 2025

Program & Expectations	Weeks to be completed by	Check Box
Submission of *Recruitment/Rush Plan*	Week 1 -2	
New Member Education Training *(For Winter 2025 cohort)*	Week 3 - 7	
Submission of *Chapter Roster*	Friday, April 25th	
Submission of Chapter & New Member GPA	Friday, April 25th	
Submission of *Anti-Hazing Forms* if not submitted in Fall or new member.	Friday, April 25th	
Submission of *New Member Education Schedule*	Friday, April 25th	
Host 2nd Preventative & Educational Workshop	Week 5 - 9	
Submit Preventative & Educational Workshop Evaluation	Week 5 - 9	
Potentially host a Collaborative Event with another GLO, RSO, or campus unit	Week 5 - 9	
Submission of *Chapter Executive Form*	Week 7 - 10	
Submission of FSL Event Data	Friday, June 13th	
Attendance at Governing Council Meetings	Ongoing	
Attendance at Chapter President's Meeting	Ongoing	
Chapter/Advisors Meetings (2 required)	Ongoing	
Submission of Insurance Certificate *(if applicable)*	Ongoing (Review expiration date)	

CAMPUS-RECOGNIZED SORORITY AND FRATERNITY TRANSPARENCY ACT

The Campus-Recognized Sorority and Fraternity (FSL) Transparency Act was approved by Governor Newsom in September 2022 and took into effect as law January 1, 2023. The FSL Transparency Act requires each institution of higher education to include in the institution's requirements for campus recognition of a campus-recognized sorority or fraternity, as defined, a requirement that the sorority or fraternity submit to the institution on or before July 1, 2023, and annually thereafter, specified information concerning the sorority's or fraternity's members and their conduct. The FSL Transparency Act requires the institution to suspend the campus recognition of any campus-recognized sorority or fraternity that does not comply with the reporting requirements. The FSL Transparency Act requires each institution with sororities or fraternities to compile and maintain the collected information into a publicly accessible report posted, and archived, on each respective campus' Greek Life Internet homepage or its equivalent for a minimum of 10 years and sent through a campus-wide email to all enrolled students on or before October 1, 2023, and annually thereafter.

The information that each GLO is required to report has been integrated into the information that is collected for the Slug Greek Excellence Program.

For the full language of the FSL Transparency Act including the required information to report for each GLO, please visit this link.

SLUG GREEK EXCELLENCE PROGRAM
LEVELS OF EXCELLENCE

At the end of the academic year, the SOAR Advising team will review the submissions from the GLO and assess how the GLO met the outlined criteria in each of the areas. A Year in Review meeting will be set up with the executive board to discuss this assessment as well as review recommendations for improvement for the GLO in the following academic year.

4 = Exceptional
3 = Consistently Exceeded Expectations
2 = Met Expectations
1 = Did not meet expectations

Exceptional
- Surpassed all goals.
- Performance far exceeded expectations in all key areas with exceptionally high quality of work and exceptional.
- Behavior consistently exemplified the highest values of the Slug Greek Excellence Program.
- Chapter is highly dependable, highly reliable, and follows through with little or no prompting.

Consistently Exceeded Expectations
- Generally exceeded goals.
- Performance consistently exceeded expectations in key areas of responsibility, and the quality of work was generally excellent.
- Exhibited model behavior that reflected the values of the Slug Greek Excellence Program.
- Chapter is dependable, reliable, and follows through with little or no prompting.

Met Expectations
- Met essential goals.
- Performance consistently met expectations in key areas of responsibility; at times may exceed expectations. The overall quality of work was good.
- Chapter is dependable and follows through with prompting and/or reminders.
- Exhibited behavior consistent with the values of the Slug Greek Excellence Program.
- Improvement Needed.

Did not meet expectations
- Performance did not consistently meet the expectations in key areas of responsibility.
- Behavior may not consistently reflect the essential values of the Slug Greek Excellence Program.
- Chapter communicated inconsistently with the advisor or, at times, was unresponsive.