

2024

Grand Valley State University

Greek Standards & Assessment Program (GSAP)



Greek Standards & Assessment Program

The GSAP provides an opportunity to communicate the benefits of fraternity and sorority membership to all stakeholders, including potential members, parents, alumni, advisors, faculty, staff, and the local/national communities. It also allows the chapter and university to positively promote chapters, which provide a well-rounded experience for its members.

In addition to the positive promotion of chapters, the GSAP serves as the primary assessment tool for fraternal organizations at Grand Valley State University. While no chapter is expected to receive a perfect GSAP score, the areas of assessment, when done exceptionally, provide the most positive fraternal experience for members. Chapter Coaches will meet with organizations to review their previous GSAP scores to identify potential growth areas and will encourage the chapter to use data from the GSAP to create SMART Goals and assist in the officer transition process. The GSAP focuses on eight major areas of fraternal organizations including:

1. Academics
2. Chapter Operations
3. Community Involvement
4. Justice, Equity, Diversity, & Inclusion
5. New Member Experience
6. Recruitment & Retention
7. Service & Philanthropy
8. Wellbeing

Each major area is broken down into action items to be completed by the chapter on an annual basis. At the conclusion of every calendar year, each organization's GSAP portfolio is graded on a point system. Based on total points, chapters are awarded the following distinctions:

Gold – This status is awarded to the top-performing chapters as defined by the GSAP. Gold Status indicates that the chapter has excelled in various areas, such as academics, chapter management, community involvement, health and wellness, justice, equity, diversity, and inclusion, member development, recruitment and retention, and service and philanthropy. The chapters awarded Gold Status demonstrate exemplary standards and achievements, making them among the highest-ranked chapters within the program.

Silver – This status is typically awarded to chapters that have performed well but may not have achieved the same level of excellence as Gold Status chapters. These chapters demonstrate above-average performance across the assessment criteria, showing strong commitment to the fraternity or sorority's values and objectives. Silver Status chapters are recognized for their accomplishments and are considered among the top-performing chapters in the program.

Bronze – This status is awarded to chapters that have met the minimum requirements of the assessment program but may have room for improvement in certain areas. While these chapters may not have performed as strongly as Gold or Silver Status chapters, they still meet the standards set by the assessment program and are functioning satisfactorily. Bronze Status indicates that the chapter is making progress but may need to focus on enhancing certain aspects of their operations to reach higher levels of performance.

Developing – This status is given to chapters that have completed the GSAP but are generally performing below expectations within the areas being assessed. Chapters that fall into this status are required to meet more regularly with their Chapter Coach to ensure future success on the GSAP. Mandatory programming and the creation of a GSAP Restoration Plan may be required for groups in this status.

Incomplete – This status is reserved for chapters that do not fulfill the requirements of GSAP reporting as outlined in the Fraternity & Sorority Life Relationship Agreement.¹ Furthermore, failure to comply with GSAP reporting requirements may lead to the termination of the Relationship Agreement between GVSU and the organization.²

GSAP Scoring

Category	Expected <small>(for Bronze)</small>	Category Total
Academics	27	38
Chapter Operations	44	63
Community Involvement	36	51
Justice, Equity, Diversity, and Inclusion	13	18
Member Development	44	63
New Member Experience	29	42
Service and Philanthropy	15	21
Wellbeing	21	30
GSAP Fair	17	24
TOTAL:	246	350
GOLD (90-100%):	315+	
SILVER (80-89%):	280-314	
BRONZE (70-79%):	245-279	
DEVELOPING (0-69%):	0-244	

If a chapter is caught falsifying data, 50 pts. will be deducted from the final score. All points earned for that section will not count.

Publication of Data

The Office of Student Life uses specific data points to demonstrate the value of membership in values-based social organizations, including, but not limited to:

- Community service hours per chapter
- Philanthropic contributions per chapter
- Percentage of members involved in co-curricular activities
- Academic statistics per chapter
 - For groups with less than four members, GPA data will not be published (FERPA)
- Membership data and retention rates per chapter
- Quantitative and qualitative data about membership development experiences
- Overall GSAP scores and category scores

GSAP Submissions

Although a large portion of the GSAP is assessed through data tracked by the Office of Student Life, there are portions of the GSAP that require submissions from the chapter to the Office of Student Life. For your convenience, items that are tracked through the Office of Student Life are indicated on the GSAP Rubric and chapters will submit all other materials to their chapter folder on Google Drive. Attendance lists, event photos, and screenshots of emails, newsletters, and social media posts will suffice as proof. If further information is required, you will be contacted by your Chapter Coach.

¹ Relationship Agreement – Grand Valley State University and Recognized Fraternities/Sororities (Article III, Section A, Subsection IV)

² Relationship Agreement – Grand Valley State University and Recognized Fraternities/Sororities (Article III, Section B and Article VI, Section B)

Academics

Being a member of a fraternity or a sorority at GVSU should enhance the academic experience of all members compared to individuals that are not involved in Fraternity & Sorority Life. Fraternities and sororities are uniquely positioned to provide intentional support to members that are struggling to adjust to the rigor of college courses by holding one another to higher academic standards. There are many examples of how chapters can provide resources, not only to members that are struggling, but also to those who are excelling academically – this should begin when a student receives a bid. It is the expectation that a fraternity or sorority will have a higher GPA than their peers of the same demographic that are not members of a fraternity or sorority.

Description	Points	Where to Turn In
1. Total Chapter GPA		
.401+ above the All Men's or Women's Average	20	Tracked by FSL
.301 - .400 above the All Men's or Women's Average	18	
.201 - .300 above the All Men's or Women's Average	16	
.101 - .200 above the All Men's or Women's Average	14	
.001 - .100 above the All Men's or Women's Average	12	
At the All Men's or Women's Average	10	
.001 - .100 below the All Men's or Women's Average	8	
.101 - .200 below the All Men's or Women's Average	6	
.201 - .300 below the All Men's or Women's Average	4	
.301 - .400 below the All Men's or Women's Average	2	
.401+ below the All Men's or Women's Average	0	
SECTION TOTAL	20	
2. Academic Programs		
Chapter has a member that serves as Scholarship/Academic Chair	3	Chapter Folder > GSAP > GSAP CY24 Content > Academics
Chapter incentivizes excellent academic performance	3	
Chapter hosts study hours/study tables	3	
Chapter has academic intervention plans for members falling below a specific GPA	3	
Chapter hosts an academic workshop for all members	3	
100% of chapter attends the academic workshop	3	
80% of chapter attends the academic workshop	2	
60% of chapter attends the academic workshop	1	
SECTION TOTAL	18	
CATEGORY TOTAL POINTS	38	

Chapter Operations

To ensure that your chapter is receiving the most support possible from the Office of Student Life, there are standards each chapter is expected to meet operationally. In this section, you will also see requirements set by the Office of Student Life for all Registered Student Organizations.

Description	Points	Where to Turn In
I. Management		
Chapter has a budget	3	Chapter Folder > GSAP > GSAP CY24 Content > Chapter Operations > Management
Chapter is current with council dues	3	Tracked by FSL
Chapter submits goals for officer transition	3	Chapter Folder > GSAP > GSAP CY24 Content > Chapter Operations > Management
Chapter attends a GSAP Workday	3	Tracked by FSL
Chapter is in good disciplinary standing or is working to complete terms of a disciplinary outcome	3	
Chapter utilizes at least one social media post per semester to highlight chapter successes (philanthropy events, service projects, member accomplishments, chapter awards, etc.)	3	
SECTION TOTAL	18	
2. OSL Relations		
Rosters updated within 48 hours of member change of status	3	Tracked by FSL
Chapter Coaching Meetings		
Chapter meets with Chapter Coach three times/semester	3	
Chapter meets with Chapter Coach twice/semester	2	
Chapter meets with Chapter Coach once/semester	1	
Chapter does not meet with Chapter Coach	0	
Chapter utilizes Chapter Coach more often than the requirement of three times per semester	3	
SECTION TOTAL	9	
3. RSO Standards		
Chapter is registered on LakerLink	3	Tracked by FSL
Chapter attends Fall FSL Retreat	3	
Chapter attends Winter FSL Retreat	3	
Chapter submits one funding proposal during the calendar year	3	
Chapter puts all meetings and programs on LakerLink	3	
SECTION TOTAL	15	
4. Inter/national Headquarters Relations		
Chapter is in good financial standing with HQ	3	Chapter Folder > GSAP > GSAP CY24 Content > Chapter Operations > Inter/National Headquarters Relations
Chapter or individual member receives HQ recognition (1 point per, up to 3)	3	
Chapter has an HQ visit during the calendar year	3	
SECTION TOTAL	9	
5. Advisor Involvement		
Advisor attends a minimum of 1 chapter meeting per month	3	Chapter Folder > GSAP > GSAP CY24 Content > Chapter Operations > Advisor Involvement
Advisor attends an on-campus chapter sponsored program	3	
Advisor attends FSL Advisor Roundtable Meetings	3	Tracked by FSL
Chapter has a GVSU Faculty/Staff Advisor	3	
SECTION TOTAL	12	
CATEGORY TOTAL POINTS	63	

Tip: In 2022 and 2023, chapters that regularly met with their Chapter Coach scored exponentially higher on the GSAP than chapters that met with their Chapter Coach infrequently or did not meet with them at all. We highly recommend meeting with your Chapter Coach monthly to ensure that your chapter can score as high as possible.

Community Involvement

To demonstrate the value of membership within a fraternity or sorority, members should be involved in both the FSL and GVSU communities. Fraternity and sorority members should never just be engaged within their chapter; they should be involved in all areas of the campus community. Our members learn valuable lessons and skills within their chapters, and those lessons and skills must be spread throughout the FSL community and campus through involvement in other organizations, leadership positions, and more.

Description	Points	Where to Turn In
1. FSL Community Involvement		
Chapter participates in Laker Kickoff	3	Tracked by FSL
Chapter has a table at Fall Campus Life Night	3	
Chapter has a table at Winter Campus Life Night	3	
Chapter participates in Greek Week	3	
Chapter has a member on the Greek Programming Committee	3	
Chapter has a member serving on their respective council's executive board	3	
Chapter co-hosts a program/event with another FSL Chapter	3	
SECTION TOTAL	21	
2. Co-Curricular Involvement		
Other Registered Student Organizations		
100% of chapter members are members of another GVSU RSO	3	Chapter Folder > GSAP > GSAP CY24 Content > Community Involvement > Co-Curricular Involvement
80% of chapter members are members of another GVSU RSO	2	
60% of chapter members are members of another GVSU RSO	1	
10% or more of chapter members serve on an RSO executive board	3	
Chapter participated in Intramural Sports as a chapter	3	
SECTION TOTAL	9	
3. Campus Leadership		
Chapter member(s) receive I am Grand Valley recognition	3	Chapter Folder > GSAP > GSAP CY24 Content > Community Involvement > Campus Leadership
Chapter member(s) serve on Student Senate	3	
Chapter member(s) serve as a Resident Assistant	3	
Chapter member(s) serve as an Orientation Leader	3	
Chapter member(s) serve as a Student Ambassador	3	
SECTION TOTAL	15	
4. GVSU Events		
Chapter attends Greek Nights at GVSU Athletic Events	3	Chapter Folder > GSAP > GSAP CY24 Content > Community Involvement > GVSU Events
Chapter attends a GVSU Tradition (Homecoming, Family Weekend, Sibs & Kids, Spring Concert, Haunted Arboretum)	3	
SECTION TOTAL	6	
CATEGORY TOTAL POINTS	51	

Justice, Equity, Diversity, and Inclusion (JEDI)

Fraternities and sororities have been at the forefront of some of the most historic movements in American history. Creating inclusive spaces within intentionally exclusive organizations can be challenging, but there are opportunities for fraternities and sororities to contribute to the common good, and to promote belonging for all GVSU students interested in joining or learning more about Fraternity & Sorority Life.

Description	Points	Where to Turn In
1. Policies and Goals		
Chapter has a position dedicated to JEDI work within the chapter	3	Chapter Folder > GSAP > GSAP CY24 Content > Justice, Equity, Diversity, and Inclusion > Policies & Goals
Chapter has created policies that promote practices, systems, technologies, facilities, and structures surrounding JEDI.	3	
Chapter has submitted three SMART goals related to JEDI	3	
Chapter offers payment plans for members to offset financial hardship	3	
SECTION TOTAL	12	
2. Trainings and Assessment		
50% of members complete the FSL Climate Survey	3	Tracked by FSL
Chapter hosts a training on JEDI, facilitated by GVSU resource/faculty/staff	3	Chapter Folder > GSAP > GSAP CY24 Content > Justice, Equity, Diversity, and Inclusion > Trainings & Assessments
SECTION TOTAL	6	
CATEGORY TOTAL POINTS	18	

Member Development

To ensure that fraternities and sororities are providing the experiences that they sell during recruitment, the GSAP assesses the qualities of the membership development experience that chapters offer to their members. As dues-paying members of an organization, members should expect to receive a return on their investment in our organizations, and providing exceptional membership experiences is one way to ensure that active members engage throughout their membership and ultimately become engaged alumni. Another way to provide an exceptional membership experience is to make sure that all members are familiar with the Ritual of the organization and understand the significance of Ritual, not only within the organization but also how it applies to all aspects of their lives.

Description	Points	Where to Turn In
1. Alumni Relations		
Chapter has a position dedicated to alumni engagement	3	Chapter Folder > GSAP > GSAP CY24 Content > Member Development > Alumni Relations
Chapter communicates with alumni regularly via newsletter/email	3	
Chapter has a social media page for their alumni	3	
Chapter hosts one program per year for their alumni	3	
SECTION TOTAL	12	
2. Professional Development		
Chapter hosts a professional development workshop for its members (resume review, cover letters, interview workshop, etc.)	3	Chapter Folder > GSAP > GSAP CY24 Content > Member Development > Professional Development
At least 80% of the chapter attends the professional development workshop	3	
At least 25% of members have completed an experiential opportunity (internship, shadowing, etc.) in their desired career field	3	
Chapter member(s) attend any professional development program hosted by the Office of Student Life/Fraternity & Sorority Life	3	
SECTION TOTAL	12	
3. Inter/National Organization Educational Experiences		
Chapter attends their respective Convention(s) (regional or inter/national)	3	Chapter Folder > GSAP > GSAP CY24 Content > Member Development > Educational Experiences
Chapter sends member(s) to educational opportunities (officer academies, leadership retreats, emerging leaders institutes, etc.)	3	
Chapter members complete educational modules and learning experiences that are required by the inter/national HQ	3	
SECTION TOTAL	9	
4. OSL/FSL Programming		
Chapter member(s) attend FSL member development events/GSAP events	3	Tracked by FSL
Chapter invites a member of the FSL staff to host an educational program	3	
Chapter attends at least one RSO/leadership development workshop	3	
SECTION TOTAL	9	
5. Member Retention		
Active Member Retention		Tracked by FSL
95% of non-graduating members retained	3	
90% of non-graduating members retained	2	
85% of non-graduating members retained	1	
Chapter's retention of members is higher than the University's overall retention rate	3	
Chapter has a senior recognition program that celebrates seniors that have continued their involvement within the chapter	3	Chapter Folder > GSAP > GSAP CY24 Content > Member Development > Member Retention
Chapter collects information regarding why members are not retained	3	
SECTION TOTAL	12	
6. Ritual		
Chapter offers members a workshop/program on organization's values and/or Ritual	3	Chapter Coaching Conversations
Chapter facilitates a reflection on the meaning behind their Ritual	3	
Chapter performs at least one element of their Ritual at least once per month	3	
SECTION TOTAL	9	
CATEGORY TOTAL POINTS	63	

New Member Experience

Providing a positive membership experience within a fraternity or a sorority begins before a potential new member even attends their first recruitment event. Potential new members and new members should be treated as members, and provided with the same level of support and, to some extent, access, as active members. New members are the future of your organization, and they need to be developed with that in mind.

Description	Points	Where to Turn In
1. Recruitment/Intake Practices		
Chapter hosts at least one recruitment/intake per calendar year	3	Chapter Folder > GSAP > GSAP CY24 Content > New Member Experience > Recruitment/Intake Practices
Chapter extends more bids than the number of members graduating during the calendar year	3	
Chapter increased the number of new members from the previous calendar year	3	
Chapter participates in recruitment/intake process outside of structured council recruitment/intake	3	
Chapter utilizes RSO Promo Package for general chapter promotion	3	
SECTION TOTAL	15	
2. New Member Education		
Chapter registers all new members with the Office of Student Life	3	Tracked by FSL
All new members complete the Hazing Prevention Module prior to beginning New Member Education	3	
Chapter submits New Member Education Plans to the Office of Student Life	3	
Chapter's New Member Education Plans align with HQ New Member Education process	3	
Chapter hosts a Hazing Prevention Workshop with active members prior to New Member Education beginning	3	
New Member Retention		
95%+ of new members retained	3	
90% of new members retained	2	
85% of new members retained	1	
SECTION TOTAL	18	
3. New Member Scholarship		
New Member GPA		Tracked by FSL
0.300+ above active member GPA	3	
0 – .299 +/- active member GPA	2	
0.300+ below active member GPA	1	
Chapter integrates academic workshops and support into New Member Education Program	3	Chapter Folder > GSAP > GSAP CY24 Content > New Member Experience > New Member Scholarship
Chapter sets a minimum GPA standard for new members	3	
SECTION TOTAL	9	
CATEGORY TOTAL POINTS	42	

Service & Philanthropy

Participating in service and philanthropy as a member of a fraternity or sorority promotes social responsibility, creates opportunities for impact and change, builds community relationships, fosters personal growth and development, and reinforces alignment with the organization's values. By engaging in service and philanthropy, fraternities and sororities contribute to the betterment of society and foster a culture of service among their members. Fraternities and sororities at GVSU have a deep connection to service and philanthropic work, and assessing the impact of each group within the community helps to demonstrate the value of fraternity and sorority in the community. Prioritizing service and philanthropy can help to re-establish the positive reputation of the impact fraternities and sororities have on the greater Grand Rapids community.

Description	Points	Where to Turn In
1. Community Service		
Service Hours		Chapter Folder > GSAP > GSAP CY24 Content > Service & Philanthropy > Community Service
15 hours per member per calendar year	3	
12 hours per member per calendar year	2	
10 hours per member per calendar year	1	
Chapter hosts a community service event (e.g. Grand Village clean-up, highway clean-up, hosting a blood drive, hosting a drop-in service opportunity, etc.)	3	
Chapter facilitates conversations with members about the importance of service	3	
SECTION TOTAL	9	
2. Philanthropy		
Philanthropy Dollars Raised		Chapter Folder > GSAP > GSAP CY24 Content > Service & Philanthropy > Philanthropy
\$25 raised per member per calendar year	3	
\$20 raised per member per calendar year	2	
\$15 raised per member per calendar year	1	
Chapters hosts an annual philanthropic event that has become synonymous with their chapter	3	
Chapter hosts a philanthropic event during the calendar year	3	
Chapter educates members and community members on their national/local philanthropic partners	3	
SECTION TOTAL	12	
CATEGORY TOTAL POINTS	21	

Wellbeing

It is the responsibility of fraternities and sororities to ensure that members of their organizations, and members of the larger GVSU community, have positive and safe experiences. Being your sibling's keeper extends beyond making sure that they don't drink too much at a party – organizations must be proactive in ensuring the overall mental and physical wellbeing of their members. Chapters should help members prioritize their wellbeing, and should utilize campus resources, such as Recreation & Wellness, Alcohol and Other Drugs, the University Counseling Center, the CARE team, Title IX, and more for educational experiences on wellbeing.

Description	Points	Where to Turn In
1. Risk Management		
Chapter submits a Crisis Response Plan	3	Chapter Folder > GSAP > GSAP CY24 Content > Wellbeing > Risk Management
Chapter attends FSL Health & Safety Training	3	Tracked by FSL
Chapter registers all Events with Alcohol in accordance with the FSL Events with Alcohol policy	3	
Chapter hosts mandatory sober monitor training for members	3	
Chapter hosts/attends a risk management workshop	3	
SECTION TOTAL	15	
2. Mental Health		
Chapter hosts an education program on mental health	3	Chapter Folder > GSAP > GSAP CY24 Content > Wellbeing > Mental Health
Chapter has at least three members that are QPR certified	3	
Chapter has a position dedicated to enhancing member mental health (chaplain, brotherhood/sisterhood, etc.) through referrals, programs, and more	3	
SECTION TOTAL	9	
3. Physical Health		
Chapter hosts a program on Alcohol & Other Drugs	3	Chapter Folder > GSAP > GSAP CY24 Content > Wellbeing > Physical Health
Chapter hosts/attends a physical wellness program	3	
SECTION TOTAL	6	
CATEGORY TOTAL POINTS	30	

GSAP Fair – November 19, 2024

Instead of presenting to the Office of Student Life staff, chapters will now participate in the GSAP Fair, occurring November 19 from 4:30 – 6 p.m. in the Grand River Room. Chapters will create posters/exhibitions, and members of the FSL and GVSU communities will be invited to see the community's hard work on display. Costs associated with printing posters will be covered by Fraternity & Sorority Life, with poster designs being due by November 5.

Description	Points
1. Poster	
Poster is well-designed and engaging	3
Poster is turned in on time	3
Poster has no grammatical errors	3
Poster highlights the eight areas of the GSAP	3
Poster features the name of the organization, its designation, and the names of the members that contributed to the completion of the poster	3
SECTION TOTAL	15
2. GSAP Fair	
Chapter has more than one member present at exhibition	3
Chapter has members that attend the GSAP Fair as attendees and not presenters	3
Chapter members are wearing organization paraphernalia/letters	3
SECTION TOTAL	9
CATEGORY TOTAL POINTS	24