

Academic Bootcamp

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**FIJI
ACADEMY**

St. Louis, MO | January 7-9, 2022

WHO AM I?

- Born and bred in Brooklyn, NY
- Degrees from University of Southern California (BS) & University of Minnesota (MA and Ph.D.): *Graduated valedictorian of my college at USC*
- Fan of the Yankees, NY Giants, USC Trojans Football and Minnesota Golden Gophers Football

- Mu Sigma Scholarship Advisor (1998–2008, 20014–2020)
- Graduate Initiate in 1999
- 2 time Crowder Cup Winner
- Winner of several Greek Awards for “Advisor of the Year”



WHAT'S MY ROLE?

“...The Educational Director is a resource to undergraduate chapters wishing to improve their academic and/or educational programming.”



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WHAT IS SCHOLARSHIP?

A chapter that excels in scholarship is one that encourages and supports members to:

- meet and exceed academic expectations
- study abroad
- actively engage in career development, including networking, finding internships and jobs after graduation
- explore graduate or professional school
- explore conducting research with faculty members (if this exists on your campus)
- become actively involved in organizations outside of the chapter
- attend events on campus or in the community that broadens their perspectives and makes them more well-rounded



WHAT'S SCHOLARSHIP LIKE IN YOUR CHAPTER?

Does your chapter have a written scholarship plan/program (beyond your scholarship bylaws)?

What does your chapter do well with regard to scholarship?

Where does your chapter struggle with regard to scholarship?



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MY PHILOSOPHY ABOUT ACADEMIC EXCELLENCE IN PHI GAMMA DELTA

- Academic excellence is possible because your chapter recruits from the same pool as other fraternities on your campus
- Academic excellence requires intentional efforts
- The best way to achieve academic excellence is to recruit good students
- Academic excellence requires a plan, one that is written, visible, and followed
- There is expertise in this room and among our chapters that we can draw from
- Some brothers should no longer be in our chapters because of their inability to meet academic expectations– We are not helping them by allowing them to stay



WHAT WILL HAPPEN TODAY?

Discuss scholarship challenges facing your chapters

Learn the components of a comprehensive scholarship program

Identify and learn about tactics to improve scholarship in your chapter (including career development)

Learn about Kotter's 8 Step Change Model

Develop a plan with specific scholarship improvement tactics that you want to implement in your chapter

Answer questions that will enhance the success of potential changes

Learn how Fraternity academic awards are evaluated

Consult with me and each other



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WHY IS SCHOLARSHIP IMPORTANT?

- Positive Impact 2030 Goal: 80% of chapters above All Men's Average on their campus
- It is aligned with all Five Values:
 - ❖ Friendship
 - ❖ Knowledge
 - ❖ Service
 - ❖ Morality
 - ❖ Excellence
- It is good for recruitment, particularly now
- It is good for grad relations



PHI GAMMA DELTA

SCHOLARSHIP MANUAL CONTENT

- Components of a Comprehensive Scholarship Program
- Fraternity Laws Associated with Scholarship
- Sample Chapter Scholarship Program
- Scholarship Program Template
- Scholarship Advisor Job Description
- Advice for Recruiting a Scholarship Advisor
- Scholarship Chair Job Description
- Advice for Academic Success in Online Classes
- Advice for Deciding When to Take a Course Pass/Fail



COMPONENTS OF COMPREHENSIVE SCHOLARSHIP PROGRAM

- Goals
- Scholarship Team
- Recruitment and Scholarship
- Scholarship in Pledge Education
- Scholarship Support
- Recognition and Incentives
- Scholastic Accountability
- Bonus: Career Development



POSSIBLE SCHOLARSHIP GOALS

- Having a specific ranking vis a vis other fraternities (e.g., being #1, #2, or #3; being in the top 10, etc.)
- Being above the All Men's or All Fraternity Average
- Having a certain GPA as a chapter, for new members, for actives
- Having a new member class with an average ACT/SAT score above a certain amount
- Having a certain percentage of brothers in good academic standing with the chapter (Not having more than X brothers on academic probation)
- Having a certain percentage of brothers with a GPA above a certain point
- Having a certain percentage of brothers on the Dean's List
- Having a certain percentage or number of brothers with internships, who study abroad, are honors students, etc.



SCHOLARSHIP TEAM

•Who should be part of the Scholarship Team?

Scholarship Chairman (from Active chapter and New Member Class)

Cabinet Officers

Recruitment Chairmen

New Member Educators

Scholarship Committee members

PL or Graduate Brother

Scholarship Advisor (RECRUIT ONE IF YOU DON'T HAVE ONE)



DESIRED CHARACTERISTICS FOR A SCHOLARSHIP CHAIRMAN

- Passionate about scholarship (their own and that of others)
- Ability to:
 - influence others
 - set a good example
 - understand that everyone learns differently
 - maintain confidentiality
- Compassion and empathy



SCHOLARSHIP PROGRAM QUESTIONS TO CONSIDER

1. Recruitment and Scholarship: *Besides asking about GPA, what other questions can you ask potential new members to help you recruit great students?*
2. Scholarship in New Member Education: *How can you help pledges develop the academic skills and habits they need to be successful?*
3. Scholarship Support: *What can the chapter do as a whole in order to create an environment that supports academic success? What can individual brothers do in order to create an environment that supports academic success?*
4. Recognition and Incentives: *How can you use recognitions and incentives to reward and encourage academic success?*
5. Scholastic Accountability: *How can the chapter hold brothers accountable for meeting chapter academic expectations?*
6. Career Development: *How can the chapter support the career development of its members?*



RECRUITMENT & SCHOLARSHIP

Besides asking about GPA, what other questions can you ask potential new members to help you recruit great students?

- What's your major and why?/ What do you plan to do after you graduate?
- Why did you come to this school? Where else did you apply and why?
- What other activities do you plan to get involved with while in college? (e.g., other student orgs, study abroad, research, etc)
- What activities were you involved with in high school?
- What was your favorite subject in high school?



SCHOLARSHIP IN NEW MEMBER EDUCATION

How can you help new members develop the academic skills and habits they need to be successful?

- Implement weekly grade checks for new members
- Require an initial 1-1 meeting with Scholarship Chair or Scholarship Advisor to discuss academic expectations and identify assistance they may need
- Create New Member GPA Estimator
- Create New Member Accountability Groups/Assign Big Brothers who are good academic role models
- Provide academic support resources and/or presentations (e.g. study skills, time management, dealing with test anxiety, etc.)
- Add a new member to the Scholarship Committee



SCHOLARSHIP SUPPORT

What can the chapter do as a whole in order to create an environment that supports academic success?

- Organize test review sessions for members in “weed out” courses
- Require members to meet with Scholarship Chair (or Scholarship Advisor) before deadline for dropping classes
- Specific plan for helping brothers who didn’t meet grade expectations
- Ensure awareness of available campus resources
- Create chapter course list
- Support vulnerability among members



WHY DO MEMBERS STRUGGLE WITH GRADES?

- Wrong major (or wrong school)
- Not sure why they are in college or what they want to do in the future
- Insufficient time spent on coursework (due to underestimating how much time should be devoted to academics or not wanting to devote the needed time)
- Challenges with mastering course content
- Party too much
- Too many competing commitments (work, co-curricular activities, significant other)
- Personal challenges that are getting in the way (e.g., family, mental health, substance misuse)
- Learning disability (diagnosed or undiagnosed)



SCHOLARSHIP SUPPORT RESOURCES

Skill Development:

- Study Skills
- Note Taking
- Time Management
- Overcoming Test Anxiety

Additional Support:

- Tutoring
- Writing assistance
- Library research assistance

Other Resources:

- Academic Advising
- Career Services
- Mental Health
- Disability Services
- Financial Aid



LEARNING DISABILITIES

- More than 200,000 new students are estimated to have a learning disability
- Approximately 17% seek assistance from college

Common Manifestations:

- reading difficulties
- difficulties with math
- difficulties taking in and using visual information
- challenges managing distractions or being hyperactive (ADHD)

How You & the Chapter Can Help

- Reduce stigma and promote self-advocacy
- Encourage resilience and PERSISTENCE
- Provide access to information on accommodations



SCHOLARSHIP SUPPORT (Continued)

What can individual brothers do in order to create an environment that supports academic success?

- “Be Up In Their Business”
 - ❖ Ask them how their classes are going
 - ❖ If you see someone who should be working on an assignment or preparing for an exam, not doing anything, ask them why
 - ❖ If you know that they were supposed to talk to a professor, meet with an advisor, visit a resource, etc., ask if they did so, offer to go with them
- Invite those who may need to focus on academics to study with you
- Don’t invite those who should be studying to party with you



RECOGNITION AND INCENTIVES

How can you use recognitions and incentives to reward and encourage academic success?

- Top performers (FIJI Five)/Most Improved recognition plaque and meal
- Gift cards for getting a certain number of assignments above a certain grade or getting off probation
- Chapter competition (e.g., FIJI Fantasy)
- Chapter reward or consequence based on performance of the chapter
- Discounts on dues, rent, formal, etc. or room or workjob choice based on cumulative GPA
- Recognize those with GPAs over a certain amount at Pig Dinner or in grad newsletter



SCHOLASTIC ACCOUNTABILITY

How can you hold brothers accountable for not meeting chapter academic expectations?

- Bylaws with consequences:
 - ❖ Loss of social privileges (**individual and chapter**), additional sober shifts
 - ❖ Study hour requirements
 - ❖ Required meetings with Scholarship Chairman, Scholarship Advisor, institutional resources
 - ❖ Prohibition against holding a position, being a Big Brother, etc.
 - ❖ Suspension from chapter
- Consider cumulative GPA and term GPA when determining consequences
- Cabinet willing to adhere to the rules and only may reasonable exceptions



CAREER DEVELOPMENT

How can the chapter support the career development of its members?

- Create a *Career and Professional Development Chair* that would be responsible for intentional efforts related to career development and grad school
- Organize at least once a year a resume review/interview workshop with grads or career services staff
- Provide incentives for members and pledges to take advantage of collegiate career services opportunities, e.g., mock interviews, resume reviews, etc
- Organize an annual Career Night featuring grad brothers that allows them to share their career experiences and offer advice to the chapter
- Organize an annual Graduate/Professional School Night featuring grad brothers that allows them to share their experiences with graduate and professional school and advice for those applying



KOTTER'S 8-STEP PROCESS FOR LEADING CHANGE

<https://www.kotterinc.com/8-step-process-for-leading-change/>



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TIME TO MAKE A PLAN

Step 1

- **(Kotter Step 2) Build a guiding coalition** – *Who can help support the changes that need to happen to improve scholarship within your chapter? Who can help you determine the steps needed to make the changes you want to make? Who can advise you as you seek to make changes?*
- **(Kotter Step 3) Form a strategic vision and initiatives**– *What changes do you wish to see made in your chapter? Identify changes you would like to make in at least two components of a comprehensive scholarship program*
- **(Kotter Step 4) Enlist a volunteer army**– *Who are people inside or outside your chapter willing to support and advocate for the desired change?*

Step 2

- Answer key questions that will help ensure the success of intended changes

Step 3

- Pair or triple up and share your plans and what you think will be challenging



SOME ADVICE

Review and share Scholarship Manual with cabinet and all members of the Scholarship Team

Review your chapter's Scholarship Plan/Program

- Is it written?
- Does it align with the components in the Scholarship Manual?
- Is it followed?
- Is it known to the chapter?

Persist

Ask for help (from PL, BCA, Greek Advisor, me, IHQ staff)



CRITERIA FOR FRATERNITY ACADEMIC AWARDS: JORDAN BOWL (Overall Scholarship)

- Evidence of excellent academic performance in the preceding calendar year, including being above the All-Men's or All-Fraternity's GPA for all academic periods in the calendar year being judged
- Ranking at least among the top 1/3 of fraternities on campus during all academic periods in the calendar year being judged
- Evidence of a comprehensive approach to scholarship that includes most of the elements detailed in the Phi Gamma Delta Scholarship Manual
- Evidence of intentional efforts to promote and encourage some of the following: Study Abroad, Attendance at events hosted by the institution, Joining other student organizations or other co-curricular activities, Internships/Career Development
- Evidence of unique approaches to advancing scholarship within the chapter
- The ability of the chapter to adequately explain how they have achieved academic excellence



CRITERIA FOR FRATERNITY ACADEMIC AWARDS: OWEN CUP (Most Improved)

- Evidence of improvement in grades in the most recent calendar year, in comparison to the previous calendar year. Quarters/semesters in the most recent calendar year will be compared to the respective quarter/semester in the previous calendar year. For example, Fall 2019 would be compared to Fall 2020; Spring 2019 would be compared to Spring 2020, etc.
- A clear articulation of the intentional steps taken to improve the chapter's academic performance
- The magnitude of academic improvement from one calendar year to the next



DEMONSTRATING COURAGEOUS ACADEMIC LEADERSHIP



Courage is not simply one of the virtues, but the
form of every virtue at the testing point.

(C. S. Lewis)

[izquotes.com](https://www.izquotes.com)



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SOME RESOURCES

Chapter Resources:

- Greek Study App: <https://mygreekstudy.com/>
- Google Drive

Individual Resources:

- Grammarly (writing assistance): <https://app.grammarly.com/>
- Google Calendar/ Microsoft Office Suite
- myHomework Student Planner App: <https://myhomeworkapp.com/>
- Pomodoro Technique Apps: <https://zapier.com/blog/best-pomodoro-apps/>
- U of Minnesota Academic Resources:
Self-help guides on various topics: <https://sass.umn.edu/self-help>
Tutorials on various topics: <http://effectiveu.umn.edu/>



QUESTIONS NOW OR IN THE FUTURE

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