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WHY IS SCHOLARSHIP IMPORTANT?

You may ask why should a chapter be concerned with having an excellent grade point average or, perhaps, why our fraternity should encourage and help all brothers to achieve academically. Of course, the desire to excel must come from within, but we have an opportunity to help our brothers to achieve their full potential.

Here are a few reasons we believe scholarship is important.

1. The five values of our fraternity define who we are. Knowledge and excellence require us to achieve academically as individuals.
2. A chapter will rightfully be proud when it is the top fraternity academically.
3. Brothers who have a strong academic record will have time to devote to the chapter and to be involved on campus.
4. Newly initiated brothers will qualify for the Fraternity’s Academic Achievement Award because of their grade point average during the pledge period. The chapter’s support for them during this time will be obvious to all.
5. Parents who see their son earning a good academic record will be more supportive of his involvement in the fraternity.
6. Certainly the administration of the host institution will respect the chapter showing strong support for its academic programs.
7. Graduate brothers are more likely to support a chapter with a strong academic image. They know that chapters with a good record have fewer conduct problems.
8. A good chapter grade point average will help the chapter qualify for the Alcohol-Free Housing Exemption.
9. Individually and collectively, we will receive scholarships and other recognitions.
10. Supporting brothers so they earn an excellent academic record is a great gift. This record will help them throughout life as they pursue graduate education and work in their chosen field.
WHAT IS A SCHOLARSHIP PROGRAM?

A scholarship program is a comprehensive plan to develop and support academic excellence in a chapter from recruitment to graduation. It does not have to be complicated or difficult; instead it is a few simple ideas that help brothers and pledges stay focused on their academics while reaping the benefits of the fraternal experience and the rest of campus life.

In general, there are seven components to the program:

**Team**
The scholarship team is a group of key people who have the desire to see the brothers, pledges, and the chapter as a whole succeed academically. Team members include brothers, pledges, cabinet officers, graduates and faculty members.

**Goals**
Setting academic goals as a chapter will give the scholarship team a target to reach as they implement their program. The team will be able to look back at the end of the term to evaluate their success and make changes as needed. These goals also place responsibility on each brother to do his part.

**Recruitment**
The start of a good scholarship program is during recruitment. This does not mean recruiting only academically minded men, but it means recruiting men who have the proven ability to perform well on the college level and who are personally motivated to excel academically. Recruitment is the time to explain the chapter’s academic commitment and academic expectations of every member.

**New Member Education**
A new member education program that promotes academic excellence, provides support, and teaches study skills will help the new member become a good brother who will be successful throughout his time in the chapter.
Support
The scholarship program should include providing an environment and resources that will help all members succeed. At the same time, the chapter calendar should not conflict with the academic calendar – chapter activities cannot compete for time with the brother’s academics.

Recognition & Incentives
Everyone appreciates being recognized for their achievements. In addition, incentives like scholarships and other awards are positive motivation to try a little harder.

Accountability
A key part of the scholarship program includes means for responding to those individuals who do not meet the expectations of the chapter. Just as the program supports and encourages every brother, each brother must support the chapter. An established standard and a procedure for helping brothers improve low grades will insure the entire chapter is working to excel.

On the following pages are ideas for each part of the plan. Take some of the simple ideas and come up with your own to insure your chapter is striving for excellence.

If you want your plan to be successful, it must be in writing. The Appendix includes a template you can use to create your chapter’s scholarship program.
THE SCHOLARSHIP TEAM

The Scholarship Team builds a program which will help the chapter achieve its academic goals. The team is led by the Chapter Scholarship Chairman, but every member of the team has an essential role in insuring that the program is implemented in all areas of chapter operations – especially recruitment and pledge education. The team approach will guarantee that a strong scholarship program continues year to year, that chapter academic standards will not be lowered or ignored, and that the emphasis on good scholarship will always be a part of chapter life.

Scholarship Chairman

The Scholarship Chairman will be responsible for selecting members of the team, reviewing each member’s responsibilities, and following up with each member to insure they are completing their tasks. The brother selected to be Scholarship Chairman may not be the brother with the highest grade point average, instead he is a good role model, is well respected, and has good presentation skills. A brother with these attributes will have his messages taken more seriously.

Cabinet Officers

The Chapter Officers are the leaders of the chapter and the Team needs their support to be successful. Not all Cabinet Officers need to attend every Team meeting, but communication with the Cabinet must be complete and efficient.

Recruitment Chairman

The Scholarship Team can assist the Recruitment Chairman develop and present the chapter’s scholarship standards during recruitment. The chapter needs to speak with a single message to all those men interested in becoming a part of the chapter.

New Member Educators

The Scholarship Team can assist the New Member Educators in developing a detailed statement of the chapter’s academic expectations of the new members. Members of the Team may be called upon to make presentations during new member meetings. The Team will also assist in making brothers aware of the importance of building good study habits during the new member period.

Purple Legionnaire or Graduate Brother

Graduate brothers, like the Purple Legionnaire, help to provide continuity as undergraduate members of the Team leave, and can be very helpful in identifying graduates to speak during pledge meetings or chapter meetings on the importance of good scholarship.
Scholarship Advisor

In the Appendix there is a general statement on how to recruit a Scholarship Advisor and a suggested job description. By selecting the right person for this position, the Team may have the central source of support for the scholarship program. The Advisor’s knowledge of resources available on campus coupled with knowledge of student academic needs will make the Team far more efficient. There is no need for the chapter to re-invent the wheel if it is already available from elsewhere on campus.

New Member Class Scholarship Chairman

Selecting a scholarship chairman in the new member class is a great way to stress the importance of good scholarship. In addition, it may be a way to develop a future chairman for the chapter. Their responsibilities may include collecting midterm grade reports, identifying the needs of individual new members, and finding tutors among the brothers. Remember that any brother interested in contributing to the Team should be welcomed.
The best way to improve a chapter’s academic standing is to recruit men who are able to perform well at the college level and are committed to academic excellence. Ultimately, this will produce a consistently improving quality in the academic environment the chapter is creating. The men you recruit this year will be with you for the next four years. Be sure they live up to your expectations from the start – set minimum standards and stick to them.

**Set Academic Standards to Extend a Bid**

The minimum high school average for extending a bid by Fraternity Law is 2.5. Most of our host institutions require at least a 3.0 high school average for admission. Why should you have a standard lower than your school? Most of our chapters have a requirement higher than that set by Fraternity Law to insure they are recruiting quality men.

**Evaluate Recruits Based on the Five Values**

Will the potential pledge exemplify in his daily life on campus knowledge and excellence in addition to friendship, service and morality?

**Ask the Right Questions**

Ask recruits about their high school academic experience (advanced placement classes, graduating average, clubs and organizations, community service activities), scholarships they have received and other recognition, their plans for college and their future plans. Future plans will tell you a lot. If a man aspires to be admitted to a highly competitive graduate school (Law, Medicine, Vet Medicine) he will be motivated to build an outstanding academic record. You will not have to motivate him.

**Tell the Chapter Scholarship Story**

Use academics as a selling point explaining that the chapter average is above the AFA and the AMA (assuming that it is) and describe your scholarship program to show the chapter’s dedication to academic success. Parents will be more supportive of their son accepting a bid if he can relate to them the strong scholarship program in the chapter. Be certain that every brother can tell this story during recruitment.

**Academic Achievement Award**

The Phi Gamma Delta Educational Foundation awards over $300,000 each year in scholarships. Every pledge who earns a 3.2 average in their pledge period is eligible to receive the Academic Achievement Award (AAA) of $250 from the Educational Foundation. Visit [www.phigam.org/AAA](http://www.phigam.org/AAA) for more information.
New member education (NME), like recruitment, is a great opportunity to insure that academic performance is a priority for your new members. NME is more than the history of the fraternity and the chapter, it is about teaching the skills that will produce good brothers and successful men after graduation. By providing new members with academic skills early in their college careers, you help insure they will succeed academically.

**Teach Study & Time Management Skills**

Invite graduate brothers, the Scholarship Advisor, the Greek life advisor, staff from the academic assistance and career services office to speak to the pledges about time management, study skills, note taking, test taking, resume writing, interview skills and other topics important to a student’s college life. The university has paid professionals with tons of resources. Prepare a list of offices which provide assistance with the location and contact information, and encourage the pledge class to take advantage of these services.

**Peer Tutoring**

Prepare a list of the brothers who are willing and able to act as tutors for specific courses. Brothers may also be able to serve as proof readers for papers written by the pledges. Make the pledge class aware of these sources of assistance. Remember it is difficult for pledges to ask for help when they are surrounded by students who are academically successful. It may be hard to admit you need help. Make asking for help the norm.

**New Member Class Scholarship Committee Member**

Have a member of the new member class serve on the Scholarship Committee. His responsibilities will be assigned by the chapter Scholarship Chairman. This position makes a powerful statement to the class that scholarship is an important part of their life in the chapter.

**Academic Goals**

Have each pledge develop a GPA goal for the semester as well as a specific goal for each class. A copy of these goals should be given to the New Member Educator, the Scholarship Chairman, and the Big Brother/New Member Father.
New Member Class Academic Calendar

The new member class should develop with their scholarship committee member a calendar showing all of their major tests and assignments. This calendar should be available to the New Member Educators and the Cabinet to prevent scheduling chapter events conflicting with academic responsibilities. The New Member Educators will also be able to offer assistance before tests or assignments and will be able to follow up after the assignment or test has been graded.

Study Hours & Study Tables

This is an option, but most individuals hate them. The purpose of study hours is to establish good daily study habits, but they fail to recognize that everyone learns in different ways. If you use study tables and hours be sure they are not too long and that there is flexibility in when and where members can satisfy the requirements. For example, you may have study hours in a variety of locations (at the house, in the library, in a classroom building), and allow the hours to be completed at other locations, wherever is best for the student.

Big Brother/New Member Father Program

The Big Brother/New Member Father can be a major help in getting the pledge off to the right start academically. In order to serve in this role, the brother must have a GPA above the all men’s or all fraternity average (whichever is higher), must be in good standing in the chapter, and must consistently represent the values of the fraternity. Once selected, he must monitor the new member’s academic performance by meeting with him weekly specifically to discuss his progress. In addition, he should be a positive role model when it comes to study habits, and he should spend time each week with the new member in a social setting.
SCHOLARSHIP SUPPORT

Creating an environment where brothers are able to succeed academically is an essential part of insuring that the chapter can be successful. Every brother has a role to play in helping others succeed. It may be as easy as making sure your roommate wakes up in time for class, serving as a tutor, proofreading another brother’s paper, or simply being a good example of a serious student.

Expectations
What does the chapter expect of every brother academically? From recruitment to graduation, all should understand the chapter standards.

Scholarship Team
This group works diligently to make academic success an essential part of every man’s chapter experience. The team is described in more detail in an earlier section.

Do Not Compete!
New Member class and chapter activities should not take time away from study time. The social calendar must respect midterms and finals. TV, video games, and the intemperate use of alcohol may be a real detriment to academics. We do not encourage these distractions, and it may be necessary to actively discourage them.

Quiet Hours
Set quiet hours (for example 10:00 pm - 9:00 am Sunday to Thursday and 24 hours during exam periods) to insure the chapter house is a place conducive to good study habits.

Designated Study Space
Designate space in the chapter house as a library or study hall. Be certain it is, in fact, used for this purpose. If this space is not available in the chapter house, perhaps the house corporation can create the space. In the alternative, the scholarship chairman should be responsible for reserving space on campus for the use of the brothers and pledges.

Utilize Campus Services
Nearly every campus has academic support centers available to students. These may include tutoring services, study skills presentations, peer editing teams and many similar services. The point is the university has paid professionals with more experience and resources than the chapter could ever provide. Prepare a list of officers which provide assistance with the location and contact information and encourage brothers who may need help to get it!
Utilize the Chapter Scholarship Advisor

Have you asked your chapter Scholarship Advisor to work with brothers who may be struggling academically? If not, you certainly should! This is a key role where this person can have a tremendous impact. If someone isn't meeting the chapter’s academic standards, he should be required to meet with the Scholarship Advisor (or his own academic advisor) on a regular basis.

Class Notes & Test Files

Some chapters collect old tests and class notes. These are stored in a chapter computer for everyone’s access. This is a major task, and some question its utility. Understanding how to use these files is very important. Old tests are used only as a way to understand the type of questions used in courses. Class notes are not an alternative to attending class, but should supplement class notes.

Chapter Tutoring & Peer Editing

Identify brothers who are willing and able to help other brothers and pledges as a tutor or to edit papers. Be certain that all brothers and especially pledges are aware of who is available to help.

Weekly Announcements

The scholarship chairman should be prepared to make announcements at every chapter meeting. Information he can provide includes: weekly study tips, recognizing brothers who have an important academic accomplishment, brothers who are in need of assistance in particular courses, deadlines for applying for scholarships, information on campus resources, campus seminars on academics, and cultural events (i.e. concerts, plays, and museum exhibits) on campus.

Speakers at the House

Invite faculty, graduate brothers, staff from the academic assistance office to speak at the house on topics such as: study skills, time management, resume development, the importance of the academic record, placement services on campus, networking. The topics can vary from week to week and be of interest to different parts of the brotherhood. Seniors are particularly interested in placement, resume development and networking, while younger brothers will be more interested in developing study skills. Bringing faculty and staff and graduate brothers to the house is an important part of reminding everyone of the importance of good scholarship in our fraternity.
RECOGNITION & INCENTIVES

Recognizing excellence reminds all brothers and pledges of our commitment to good scholarship. These are some simple ideas that can be presented in your chapter to help improve the scholarship program. It is not an exhaustive list, and you are encouraged to create more forms of recognition that are particularly important in your chapter.

**Bulletin/Brag Boards**
Place a white erase board or a bulletin board in the house to be used exclusively for scholarship announcements. Individual brothers may be recognized for a particular accomplishment such as election to an academic honorary, receiving a scholarship, or just making an A on a paper or exam. All recognition is good.

**Certificates**
Present certificates to brothers with the highest or most improved GPAs at the end of each semester. It may seem like a simple piece of paper, but brothers will appreciate the fact that the chapter cares enough to recognize their effort. Make the presentation at a chapter meeting or other chapter event and it will inspire others to try harder.

**Awards**
Each year, perhaps at the Pig Dinner, give awards to the brother and the pledge with the highest GPA and the brother and the pledge with the most improved average. Have the names engraved on a plaque for display in the house. You may combine this with a chapter scholarship or dues reduction for example.

**Recognition Dinners**
This can be done in two ways. One way is to host a formal scholarship dinner for all brothers and pledges with a certain GPA. Invite graduates, Greek life staff, and faculty members to attend. A less formal, but fun, event is a steak and beans dinner for the entire chapter. Those brothers and pledges with the highest GPAs (above a 3.25) are served a steak dinner while all the other brothers are served beans and hot dogs. Be sure the fun does not overwhelm the purpose of recognizing good scholarship.

**Chapter Newsletter Recognition**
In each chapter newsletter, publish a list of brothers with exceptional GPA’s, brothers elected to the Dean’s List, brothers initiated into academic honorary organizations (Phi Beta Kappa, Phi Kappa Phi, Phi Eta Sigma, etc.).
Academic Achievement Display
In the chapter house, prominently display a list of brothers recognized for their outstanding scholarship through the Order of Omega, GoldenKey, Phi Beta Kappa, Phi Kappa Phi, Alpha Lambda Delta, and Phi Eta Sigma. Encourage all brothers to apply for these organizations (where an application is required) and to apply for major scholarships (Rhodes, Goldwater, Truman, Fulbright, etc.).

Pig Dinner Announcements
During every Pig Dinner announce the academic accomplishments of the brothers. For graduates who were not present, use the graduate brother listserv to recognize the undergraduate brothers.

Scholarship Draws
Brothers and pledges receiving higher than a B+ on a major test or paper are entered in a drawing for a prize. The prizes need not be expensive and can include t-shirts, gift certificates to local restaurants or coffee shops and even being provided with special parking privileges for a week or being excused from certain chapter chores.

Housing & Parking Priorities
Another inexpensive way of recognizing good scholarship is to assign housing and parking according to GPA. On an annual basis, you may also excuse the brothers with the highest averages from certain chapter fees (insurance, parlor fees, or other assessments).

Competitions
Men like to compete. Organize competitions such as:

- Big/little brother, or pledge/father pairs compete against each other to achieve the highest combined average or the most improved average.
- Our chapter vs. a sorority chapter for the highest or most improved average during a semester. The winners are treated to a dinner prepared and served by the other group.
- Brotherhood teams compete against each other for the highest combined GPA. Divide the brothers and pledges into teams so each team has a nearly equivalent combined GPA when the competition begins.
- Chapter GPA goal – the graduates can challenge the chapter to achieve a certain academic goal (chapter average, % of pledges receiving AAA, % of brothers on Deans List) and reward the accomplishment with house improvements or donations for scholarships or equipment.
SCHOLASTIC ACCOUNTABILITY

Scholastic accountability begins with the chapter and ends with each brother. The Laws of the International Fraternity set minimum grade point average requirements for extending a bid, initiating a new member, and serving as a chapter officer, in addition to minimum standards for brothers. Each chapter should set in its By-Laws standards for extending a bid, initiating a pledge, holding office as well as serving in various leadership positions (committee chairman, Big Brother/New Member Father), plus continuing in good standing in the chapter. Abiding by these standards demonstrates the chapter’s accountability.

Enforcing the Standards

This may be a challenge, but it makes the chapter accountable and allows the chapter to hold individual brothers responsible for meeting their academic obligations. By enforcing the chapter standards and rules, we validate the efforts of all the brothers.

Encourage Raising the Bar

The chapter should set a goal for improving the chapter average and the chapter’s rank on campus. To achieve this goal, each brother must set a personal goal to help the chapter succeed. Adopting a chapter goal places responsibility on each brother to do his part. When the chapter achieves its goal, there should be a celebration. Perhaps the House Corporation can make an addition to the house or its academic resources. After the celebration, the chapter should take this accomplishment as an opportunity to raise the academic requirements for good standing or pledging or initiation.

Responding to the Individual Who Does Not Meet the Standard

The first term in which a brother does not meet the requirements for good standing, the chapter should provide support. A meeting with the Scholarship Chairman, Scholarship Advisor or the Cabinet to discover what caused the poor grades will allow the brother to set a goal for the next term. The brother should be offered all of the resources available to the chapter. The brother should also sign an academic contract. This contract is a statement of his acceptance of the assistance of the chapter, his goal for the current term, and the consequences of another term in which the standard is not met.

The second term in which the brother does not meet the standard for good standing will result in restrictions. The restrictions may address participation in social events and intramural activity, and voting privileges. The rationale for these restrictions is to provide more time for study and remediation. Whatever the restrictions, they must be meaningful to the chapter and the individual brother. The Scholarship Advisor and a representative of the Board of
Chapter Advisors should be included in a meeting with brother. The brother needs to understand his situation is grave.

In the rare event of a third term below the chapter’s standard for good standing, the Scholarship Advisor and the Board of Chapter Advisors must be called upon to assist the chapter in counseling the individual to resign. Otherwise the chapter must explore the requirements for suspending the brother from the chapter.

While it may sound harsh, all brothers came to receive an undergraduate degree and to leave the campus with a respectable academic record. The fraternity has standards and can offer support and resources. Our philosophy is “We have standards and we have resources. Respect our standards, use our resources, be a resource, or leave.”

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**Minimum Academic Standards**  
*(as set by Fraternity Law)*

- To Pledge: 2.5 HS GPA / 2.5 cum. college GPA
- To Initiate: 3.0 HS GPA / 2.5 college GPA
- To Elect as Officer: 2.5 cum. GPA
- To Remove Officer: Below 2.0 term GPA while in office
- To Remain in Good Standing: 2.5 term GPA

_GPA requirements based on 4.0 scale_

_The Chapter Can & Should Set a Higher Standard_
APPENDIX

- Fraternity Laws Associated With Scholarship: 19
- Sample Chapter Scholarship Program: 22
- Chapter Scholarship Program Template: 26
- Scholarship Advisor Job Description: 28
- How to Recruit a Scholarship Advisor: 30
- Scholarship Chair Job Description: 31
FRATERNITY LAWS ASSOCIATED WITH SCHOLARSHIP

Membership
Qualifications for Pledging (Constitution Article IV. Section 1 (a)):
• Candidate must have a 2.5 cumulative college average or 2.5 high school average (if no college grades exist). Chapter may set a higher standard.

Requirements for Initiation (Constitution Article IV. Section 2(b)):
• Candidate must have a 2.5 cumulative college average, OR 2.5 most recent college term, OR 3.0 high school GPA. Chapter may set a higher standard. (Note: chapter does not need college grades to initiate per Fraternity law)

Elections of Chapter Officers
Requirements for Election of Undergraduate Chapter Officers (Bylaws Section 19.80):
• Brother must have a 2.5 cumulative college average. Chapter may set a higher standard.

Removal of Officers (Bylaws Section 19.82):
• Officer is removed if term average is below 2.0 while in office. Chapter may set a higher standard.

Requirements for All Brothers
Minimum Term Grade Point Average (Bylaws Section 25.5):
• The Chapter may punish a brother who fails to achieve a 2.5 term average. Chapter may set a higher standard.

Chapter Requirements
Group Average (Bylaws Section 19.400):
• Each chapter shall maintain a group average equal to or higher than the all-fraternity average at its institution or a 2.5 (on a 4.0 scale), whichever is greater.
  • Any chapter which does not achieve the required average for one year shall submit to the Educational Director a program of academic improvement.
  • Any chapter failing for two consecutive years to achieve the required average may be placed on graduate trusteeship by the Archons, with special emphasis placed on academics.
• Alcohol-Free Housing (Bylaws Section 19.500)
  All Phi Gamma Delta chapter house facilities and chapter property shall be alcohol-
  free, though an exemption process exists. In order to qualify academically (additional
  requirements exist), the chapter must meet ONE of the following chapter grade point
  average for EACH term within the preceding academic year:
  • Chapter GPA equal to or higher than the all-fraternity average
  • Chapter GPA equal to or higher than the all-men’s average
  • Chapter GPA equal to or higher than a 3.0
  • Chapter GPA equal to or higher than a 2.6 (ONLY if no all-men’s or all-fraternity averages are
    calculated by the institution)

Committee System
Permanent Chapter Committees (Bylaws Section 19.301)
All chapters are required to have permanent chapter committees including:
• Scholarship to support and encourage individual and group scholarship improvement by
  the development of an on-going chapter program.

Scholarship Advisors
Appointment and Term of Scholarship Advisor. (Bylaws Section 16.40)
• The Purple Legionnaire shall appoint, subject to an affirmative majority vote of the under-
  graduate members of the chapter, a member of the faculty or administration of the institu-
  tion where the undergraduate chapter is located as Scholarship Advisor and shall report
  such person’s name and address to the Executive Director. The Scholarship Advisor shall
  serve for one year and shall be eligible for reappointment.

Duties of Scholarship Advisor. (Bylaws Section 16.41)
• The duties of each Scholarship Advisor shall be to develop academic support programs,
  provide academic guidance to brothers and new members, develop resource materials
  for the chapter, assist with faculty and campus relations, work with the scholarship chair-
  man, and to file prompt and complete reports thereon whenever requested by the Purple
  Legionnaire or the Archons.

Release of Scholarship Advisor. (Bylaws Section 16.42)
• In case any Scholarship Advisor fails to perform the duties satisfactorily, the Purple
  Legionnaire shall relieve the Scholarship Advisor of the office, subject to a majority vote of
  the chapter. A successor shall be at once chosen in the manner prescribed in Section 16.40.
Awards for Undergraduate Chapters

Jordan Bowl: awarded annually to the undergraduate chapter that has achieved the highest comparative scholarship among the undergraduate chapters for the preceding collegiate year. Each chapter that receives the award shall be entitled to retain the cup until awarded to another chapter, and the name of each winner with the date of the award shall be inscribed thereon.

Owen Scholarship Cup: awarded annually to the undergraduate chapter that has shown the greatest improvement in scholarship for the preceding collegiate year over the next preceding one. Each chapter that may receive the award shall be entitled to retain the cup until awarded to some other undergraduate chapter, and the name of each winner with the date of award shall be engraved thereon.

Crowder Cup: awarded annually to the scholarship advisor who is the most outstanding scholarship advisor in the International Fraternity based upon personality, leadership, rapport with the chapter and assistance to the chapter in its relationship with faculty members and the host institution, as well as encouraging the undergraduate members to realize their full academic potential.
SAMPLE CHAPTER
SCHOLARSHIP PLAN

Alpha Alpha Chapter
Adopted August 26, 2012

I. Scholarship Team
Members of our Scholarship Team Include:

Scholarship Chair: Joe Fletcher. His role is to oversee, administer and further develop the chapter scholarship plan. He will work with the Scholarship Committee to seek out opportunities for academic support on campus, enforce the chapter’s academic standards and discuss scholarship at every chapter meeting.

Scholarship Advisor: Mary McCarty, Director of New Student Orientation. Her role is to work primarily with the cabinet and Scholarship Chair in maintaining the chapter scholarship program. She shall act as a liaison between the chapter and university, advise the members of the new member class and meet with brothers who do not meet the chapter’s academic standard.

Purple Legionnaire: Scott Ellis. Along with members of the BCA, his role is to advise the Scholarship Chair as he performs his duties and speak to brothers and new members as requested regarding their academic performance.

Recruitment Chairman: Michael Crofts. His role is to maintain the chapter’s academic standards and pursuits during recruitment, ensure recruits are eligible to receive a bid and assist brothers in evaluating potential members’ academic potential during recruitment.

New Member Educator: Jonathan Gregg. His role is to assist the members of the scholarship team to implement the chapter’s scholarship plan within the new member class.

Chapter Officers. Their role is to set an example for the chapter to follow, attend Scholarship Team meetings as requested and enforce the standards adopted by the chapter.

II. Academic Goals
The Alpha Alpha chapter goal is to achieve a 3.0 GPA during the fall 2012 term. This is important to the chapter because our chapter embraces the phrase Scholarship, Fraternity, Self. This semester average will place us above the all-men’s and all-fraternity averages and will show our brothers, parents and the campus that we place an emphasis on academic success.
III. Recruitment Standards
In order to receive a bid, recruits must have at least a 3.0 college GPA, or 3.5 high school GPA (if he does not yet have college grades). The Chapter will evaluate this by requesting transcripts/grade verification through our Greek Life office and Scholarship Advisor. During recruitment we will talk with recruits about their past academic performance, future plans/goals and evaluate him based on his commitment to the Fraternity’s five values.

IV. Scholarship in New Member Education
The chapter will support the new member class by implementing the following during new member education:

- Big Brothers will be assigned during the first week of new member education with an emphasis on the Big Brother taking responsibility for his Little Brother’s academics.
- All members of the new member class will meet with the chapter’s Scholarship Advisor individually to discuss his schedule and performance.
- The new member class will participate in all academic incentive and support programs offered by the chapter.
- The new member class will attend study skill and time management seminars conducted by the campus Academic Resource Center. Each member will also be provided with a list of campus offices, such as math and writing centers, where he can receive additional assistance.
- A member of the new member class will sit on the Scholarship Committee. His role will be to assist members of the new member class in creating individual academic goals, communicating times of the new member class’s major tests and assignments to the New Member Educator and act as a liaison of the Committee to members of the new member class.

V. Academic Support
In order to reinforce an environment conducive to academic achievement and support brothers who may be struggling, the chapter will implement the following throughout the semester:

- No chapter social events or other major commitments will take place immediately preceding or during midterms or finals.
- The chapter will observe quiet hours at the chapter house from 10 pm - 9 am Sunday – Thursday and 24 hours a day during finals week.
- The chapter library will be designated for quiet study at all times. In addition, brothers will participate in all-greek study hours at the library on Monday and Wednesday evenings (time TBD by the IFC).
- The Scholarship Chair will maintain a comprehensive listing of campus academic resources, including tutoring and peer editing services. He will also maintain the chapter’s electronic class notes and exams bank.
- At the beginning of each semester, a representative from the Academic Resource Center will conduct a chapter-wide study skills (or similar) presentation.
VI. Recognition & Incentives

In order to reinforce the chapter’s commitment to scholarship and recognize those brothers and new members performing well, the chapter will implement the following:

• Scholarship Chair will maintain a “Brag Board” for brothers to post academic achievements and academic announcements.

• Scholarship Chair will designate a Scholar of the Month, announced at the first meeting of each month, who will receive a gift card to the restaurant of his choice.

• Each semester the chapter will hold a scholarship dinner recognizing those brothers who achieved a 3.5 or better the previous semester and those who improved their GPA 0.5 points or better from the previous semester.

• At each Pig Dinner, the chapter will name a Scholar of the Year, New Member Class Scholar of the Year and Most Improved Scholar. Each recipient shall receive reduction in his semester dues and will be named on each respective plaque in the chapter library.

• All of the above award recipients will be listed in the chapter newsletter.

VII. Accountability & Academic Requirements

The Alpha Alpha Chapter has adopted the following academic standards:

• The minimum GPA to receive a bid is a 3.0 college GPA or 3.5 high school GPA for first term freshmen.

• The minimum GPA to initiate is a 3.0 college GPA or 3.5 high school GPA for first term freshmen.

• The minimum GPA to hold chapter office is a 3.0.
  • An officer may be removed if he earns less than a 2.5 during any academic term while in office.

• Brothers must earn a 2.5 GPA each term to remain in Good Standing with the chapter.

• The Alpha Alpha Chapter will take the following steps if the minimum GPA requirements are not met:
  • To receive a Bid – without exception, a bid shall not be extended unless the above grade requirements are verified by the Greek Life Office, official transcripts or the Scholarship Advisor.
  • To initiate – a man who has met the requirements to receive a bid has met the chapter requirements to initiate. In the event a man is pledged with a high school average and does not meet the minimum GPA for Good Standing, he is subject to those procedures outlined below.
  • To hold chapter office – without exception, a brother who has not met the chapter requirements to hold office is ineligible to run for chapter office.
  • Removed from chapter office – if an officer fails to meet the chapter standard to hold office, his office shall become vacant and a successor shall be elected at the next chapter meeting.

• The first term a brother does not achieve the chapter standard – that brother shall be required to meet with the Scholarship Advisor and Scholarship Chairman. He will set a goal for the coming semester, agree to needed resources and assistance offered by the
chapter and university and sign an academic contract which outlines the consequences of not meeting his academic obligations.

- The second term a brother does not achieve the chapter standard – if a brother fails to meet the chapter academic standard for a second term he shall be restricted from intramural and social activities. He must meet with the Scholarship Advisor, Scholarship Chairman and Purple Legionnaire to review his previous academic plan. He will also be advised that the chapter may suspend him if he fails to make adequate progress.

- The third term a brother does not achieve the chapter standard – if a brother fails to meet the chapter academic standard for a third term he shall be encouraged to resign. If he fails to do so, the Chapter Officers shall impose a ‘Denial of Chapter Privileges’ or hold a trial to suspend the brother.
CHAPTER

SCHOLARSHIP PLAN

I. Scholarship Team
Members of our Scholarship Team Include:

Scholarship Chairman: ____________ (name). His role is to __________________________
_________________________________________________________________________________

Scholarship Advisor: ____________ (name). His/Her role is to _________________________
_________________________________________________________________________________

Purple Legionnaire / BCA Member: ____________ (name). His role is to ______________
_________________________________________________________________________________

Recruitment Chairman: ____________ (name). His role is to __________________________
_________________________________________________________________________________

New Member Educator: ____________ (name). His role is to___________________________
_________________________________________________________________________________

Chapter Officers. Their role is to ______________________________________________________
_________________________________________________________________________________

II. Academic Goals
The Alpha Alpha chapter goal is to achieve a ____ GPA during the _____ term. This is important to the Chapter because _________________________________________________________________
_________________________________________________________________________________.

III. Recruitment Standards
In order to receive a bid, recruits must have at least a ___ college GPA, or ____ high school GPA (if he does not yet have college grades).

The Chapter will evaluate this by ______________________________________________________
_________________________________________________________________________________.

The chapter will support the new member class by implementing the following during new member education:

• ____________________________________________________________
• ____________________________________________________________
• ____________________________________________________________
IV. Academic Support
In order to reinforce an environment conducive to academic achievement and support brothers who may be struggling, the chapter will implement the following throughout the semester:

• ____________________________________________________________________________.
• ____________________________________________________________________________.
• ____________________________________________________________________________.

V. Recognition & Incentives
In order to reinforce the chapter's commitment to scholarship and recognize those brothers and new members performing well, the chapter will implement the following:

• ____________________________________________________________________________.
• ____________________________________________________________________________.
• ____________________________________________________________________________.

VI. Accountability & Academic Requirements
The ________ Chapter has adopted the following academic standards:

The minimum GPA to receive a bid is a ___________ (min. 2.5 HS GPA / 2.5 college GPA)
The minimum GPA to initiate is a ___________ (min. 3.0 HS GPA / 2.5 college GPA)
The minimum GPA to hold chapter office is a ___________ (min. 2.5 cum. GPA)
An officer may be removed if he earns less than a ___________ (min. 2.0 term GPA)
Brothers must earn a _____ GPA each term to remain in Good Standing (min. 2.5 term GPA)
The ________ Chapter will take the following steps if the minimum GPA requirements are not met:

To receive a Bid: ___________________________________________________________________.
To initiate: ________________________________________________________________________.
To hold chapter office: __________________________________________________________________.
Removed from chapter office - __________________________________________________________________.
The first term a brother does not achieve the chapter standard – ____________________________________________________________________.
The second term a brother does not achieve the chapter standard – ____________________________________________________________________.
The third term a brother does not achieve the chapter standard – ____________________________________________________________________.
SCHOLARSHIP ADVISOR JOB DESCRIPTION

Core Responsibilities
Serves on a chapter team that creates a leadership consensus for academics.
- Serves as academic advisor to the New Member Education team
- Advises recruitment committee on academic criteria, screening and selection process

Provides advice to Scholarship Chair and committee in the creation, execution and revision of the Chapter Scholarship Program.
- Assists in the creation and execution of academic recognition and incentive programs
- Assists in the identification and proper utilization of campus academic resources
- Review progress, status and goals of scholarship programming activities
- Helps to create/refine an academic probation program for brothers and hold-overs

Serves as the Chapter’s academic liaison to the University.
- Contacts may include Greek Affairs, Faculty resources, academic resource sections, etc
- Confirms semester grades with university offices at the end of each academic term

Consults with individual members on scholarship concerns.
- With Scholarship Chair, has initial meeting with each brother/hold-over
- Reviews terms of chapter’s individual probation
- Discusses issues that adversely impacted academic performance
- Helps to create an academic action plan for improvement
- Conducts periodic follow up with each man on probation

Serves as Academic Advisor to the New Member Education Committee.
- Prepares and conducts an academic success presentation during new member education
- Reviews (with Scholarship Chair) new members’ periodic Academic Assessment reports
- Reviews individuals’ periodic Academic Assessment reports

Additional Responsibilities (as requested by the Chapter and/or Advisor).
- Serves as a member of the BCA
- Attends at least two open business meetings of the chapter each year in order to report on university developments and the chapter’s scholarship status
• Advises the chapter team that reviews academic standards and by-laws
  • Focus areas include recruitment/recruitment accountability, initiation requirements, standards and academic probation for initiated brothers and officer GPA requirements
• Submits a standardized written progress report twice a year
• Sponsor a Resource Day for new members and brothers to tour university facilities
• Assists new member educators in reviewing program academic goals before semester begins
• Sends academic introduction letter to new member parents
• Obtains and reviews transcripts for each new member
• Conducts short assessment interview with each new member
• Advises new members on retaining or dropping marginal classes

Scholarship Resources: www.phigam.org/Scholarships
Key Contacts: Lauren Leif, Director of Education: 859-255-1848; lleif@phigam.org
    Amelious Whyte, Educational Director: amelious@umn.edu
RECRUITING A SCHOLARSHIP ADVISOR

Does your chapter want a Scholarship Advisor? We think you should. Those chapters who have an active Scholarship Advisor can show dramatic improvement in their overall support of good scholarship. New members get off to a better start, more campus resources are available to brothers and new members, the chapter leadership, especially the Scholarship Chairman, have support in planning and implementing new scholarship initiatives, and overall the chapter’s attitude toward academics in general becomes more positive. This combination of additional support, new program ideas, more resources and an improved attitude cannot help but produce improved academic performance by individual brothers. The chapter is better!

Who will be a good Scholarship Advisor? Simply stated it is a person the brothers like who, in turn, likes the brothers, and who has an abiding passion for students achieving all they can academically. They can come from anywhere on the campus or in the local community. They may or may not be a member of the faculty. The essential elements are a shared respect for the brotherhood and a shared commitment to good scholarship.

Before you begin to recruit a Scholarship Advisor, the chapter leadership must be firm in their resolve to have a strong scholarship program. You do not want to waste an advisor’s time and perhaps create a negative impression of the chapter by engaging their services only to see them not utilized by the brothers and new members. Begin by listing the things a Scholarship Advisor could do to support the chapter. A possible job description appears in Scholarship Advisor Description on the previous page, but it must be customized to fit the particular needs of your chapter.

Armed with firm resolve and the list of scholarship needs, you are ready to begin your recruitment of a Scholarship Advisor. The brothers and graduates can provide names of individuals they know who are good prospects. You see now how this is like your routine recruitment program. Develop the list of prospects, invite them to meet the brothers, tell them about the chapter and the International Fraternity, and then (extend the bid) present the job description and ask if they could serve as your Scholarship Advisor. Be prepared to answer all their questions. If you are lucky, they will accept your bid, but they may not. If they say no, ask them how you can improve your presentation to others you might seek to recruit for this important job. They will have valuable suggestions on how to go forward with the search.

When you have successfully recruited an advisor, make the person a full member of the scholarship team. Encourage them to suggest more ways you can support good scholarship. Be ready to further develop the job description for this advisor position. By developing a more complete list of things the Advisor may be doing, you will be better prepared to recruit another one when this person wishes to retire. In addition, if the Advisor has been actively involved with the chapter and has come to see how important the position is and how much the chapter appreciates his/her work; he/she will help you find a replacement. The Advisor will also become an important, positive representative for the chapter which will make recruiting a replacement much easier.
SCHOLARSHIP CHAIR

Job Description
1. Meet weekly with respective cabinet officer to discuss progress and submit report.
2. Have a report for chapter meeting. Acknowledge brother’s academic achievements.
3. Develop an incentive program to encourage academic achievement among the brothers.
4. Improve and maintain chapter test files by organizing existing files and requesting new material at the end of each semester.
5. Work with pledge educator to assure scholastic achievement during pledgeship.
6. Have an updated list of tutors available through the university and brothers in the chapter.
7. View and keep a confidential record of chapter member grade point averages. Provide accurate records to the University and International Headquarters as needed.
8. Provide Educational Foundation Scholarship information to brothers.

Required Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date Completed</th>
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<tbody>
<tr>
<td>Post and update a university academic calendar.</td>
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<tr>
<td>Incorporate “Mill’s Plan” and “10 Areas” into chapter operations.</td>
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<tr>
<td>Read the IHQ Scholarship Manual.</td>
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<tr>
<td>Receive grade report from the University and send a copy to IHQ.</td>
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<tr>
<td>Assure grade requirements are made before pledging and initiation of new members.</td>
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<tr>
<td>Determine and recognize the annual winners of the chapter’s scholarship awards.</td>
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<tr>
<td>Compile summary of job, semester activities, goals and money required at end of each term.</td>
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