



FIJI ACADEMY

LEADING WITH COURAGE

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Suggestions for Enhancing Scholarship in Phi Gamma Delta Chapters and Colonies 2020 and Beyond

What follows are some suggestions culled from various chapters who applied for the Jordan Bowl and the Owen Cup since 2020 that can be used as advice for chapters throughout Phi Gamma Delta to help them strengthen their approach to scholarship. It is important to remember that every chapter and campus has a different culture and context. While some of these suggestions can be easily adopted by some chapters, for others they may spark ideas of new ways to enhance scholarship that make sense for the chapter and the institutional context. The first seven categories of suggestions are aligned with the components of a comprehensive scholarship plan as articulated in the [Phi Gamma Delta Scholarship Manual](#).

1. Goals

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

GPA as a chapter, for new members, for actives

Average ACT/SAT score for new member class

Percentage of members in good academic standing

Percentage of brothers at or above a certain GPA (e.g., 3.3)

Percentage of brothers on the Dean's List

Percentage or number of brothers with internships, who study abroad, who are honors students, etc.

2. Scholarship Team

Create a Scholarship Committee with enough members to allow members of the Committee to be assigned to support groups of new members

Intentionally populate the Scholarship Committee so that the various colleges and/or the primary majors represented in the chapter are represented to the extent possible

Add a member of the current new member class to the Scholarship Committee

Identify brothers (who don't necessarily need to be on the Scholarship Committee) who are assigned the responsibility of helping brothers and new members in specific classes or majors by offering tutoring and/or study sessions before exams

Create a position on the Scholarship Committee that focuses on supporting scholarship for the new members

Designate someone on the BCA to be the point person for helping the chapter with scholarship

Clear criteria for being selected as a Scholarship Chair, as well as written expectations for the position

3. Recruitment & Scholarship

Each semester establish a goal with regard to the average high school GPA, average ACT/SAT score and/or average college GPA for the incoming new member class before recruitment starts

Create a document that is given to all recruits that articulates the importance of scholarship for the chapter by highlighting recent chapter and individual academic achievements, the chapter's programs and initiatives to support scholarship, and the general consequences for not meeting expectations

Develop a list of questions that all new members should be asked with regard to academics (e.g, desired major and why, courses taken in high school, desired co-curricular activities in college, etc.) For example:

- 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?

Intentionally recruit students who have earned specific scholarships from the institution that require a specific high school GPA

Use social media to share examples of the academic accomplishments of the chapter and its members

4. Scholarship in Pledge Education

Assign members of the Scholarship Committee to support groups of new members

Implement weekly grade checks for new members

Create a script for initial meetings with Scholarship Committee members and new members to ensure consistency among members of the Scholarship Committee or among Scholarship Chairs from semester to semester. Topics to address should include chapter expectations, individual goals for the semester, a review of the class schedule and which classes might be challenging, semester courses, identifying other commitments that might conflict with academics, and identifying any resources that might be particularly relevant for them.

Require individual meetings with new members and Scholarship Committee members/Scholarship Chair and Pledge Educators at least two times per semester

Require study hours for new members

Require new members to submit periodic grade reports throughout the semester/require grade checks from faculty with questions about attendance, performance, etc

Require that new members meet with faculty members individually

Require new members to meet with faculty within two weeks of first exams

Create a position on the Scholarship Committee that focuses on supporting scholarship for the new members

Convene a meeting between Scholarship Chairs, President and Pledge Educators to determine which new members should be initiated

5. Scholarship Support

Organize test review sessions for members and new members for “weed out” courses, courses that several brothers are taking that may be challenging, etc

Encourage brothers to share course materials, notes, etc via Google Drive at the end of each semester

Reserve space on campus for chapters members to study together

Require members to meet with Scholarship Chair before the deadline for dropping courses

Determine predicted GPAs for new members and members and use the information to identify those who need additional assistance

Create a spreadsheet that lists the courses taken by members which can help identify brothers who can assist with courses and who can provide advice when registering for courses

Host weekly group meetings for those who are on probation

Use GroupMe, Slack or other tools to communicate regarding academics, including channels for members in specific majors, colleges, year in school, etc

Use an app to track studying in various campus locations

Require a summary of work done during required studying

6. Incentives and Recognition

Create plaques to recognize members with the Most Improved GPA and three to five GPA's each semester FIJI (this also provides an opportunity to highlight the importance of scholarship to recruits when visiting the chapter house)

Create a periodic raffle to reward members (e.g., \$25 gift cards) who receive 90% or higher on major assignments

Recognize various types of academic excellence in newsletters and/or Pig Dinner, eg., 4.0's, Most Improved, Triple AAA Scholarship winners, any members in honor societies, Dean's List members, Honors Students, etc

Use Cumulative GPA as one of the factors used to determine the selection of rooms and/or deciding who gets to live in the chapter house

Give gift cards or some other reward to those members who get off of probation

Provide dinner incentive for brothers with 4.0s, above a certain semester GPA, Big Brother/Little Brother average GPA's above a certain threshold, etc.

Host a scholarship dinner for members with GPA's above a certain threshold, invite recruits as a way of demonstrating the importance of scholarship, consider inviting college/university staff or faculty as well

Acknowledge high test scores during chapter meetings

Offer reduced dues based on academic performance, etc, five, those with 4.0s, Big Brother/Little Brother average, greatest improvement,

Pay first year of graduate dues for seniors who graduate with a cumulative GPA above a certain amount

Buy a FIJI ring for graduating seniors with a cumulative GPA above a certain amount

Create a plaque recognizing brothers who are in honor societies

Use social media to recognize members for academic excellence

7. Scholastic Accountability

Add an “academic warning” category and associated requirements for those who have a semester GPA between a certain threshold in any semester, e.g., between a 3 and the GPA required to be in good academic standing

Determine probation based on cumulative GPA in addition to semester GPA

Create a higher Cumulative GPA threshold for being a Big Brother, serving on the Judicial Board, serving as a chair or an elected officer, than for being in good academic standing

Require that members have a Cumulative GPA above the most recent chapter average GPA in order to attend social events if they are on probation

Require study hours for any member with a Cumulative GPA below a specific amount (eg., 3.5), even if they are not on probation

Strictly enforce bylaws related to holding elected or chair positions while on certain levels of probation/ Have PL approve exceptions made to chapter bylaws related to scholarship, including initiation; being appointed to, running for and/or retaining a position; and continued membership for those who have been on probation for multiple consecutive semesters

Remove voting privileges after 2 consecutive semesters below chapter minimum GPA

Prohibit attendance at social events after 2 consecutive semesters below minimum GPA (unless sober)

Require submission of grade reports several times a semester, including midterms/require periodic grade check form completed by a faculty member

Prohibit participating in intramurals or social events if the member hasn't complied with minimum study hours the previous week

Reduce the ability to attend social events and/or participate in intramural sports if on probation

Conduct a trial for suspending the membership of those who have semester GPA below the minimum for three consecutive semesters; Conduct a trial for suspending the membership of those who have a semester GPA below a 2.0 for two consecutive semesters

Establish a specific number of required meetings with the Scholarship Chair and/or Scholarship Advisor based on GPA

8. Intentional Career/Internship Support

Create a *Career and Professional Development Chair* that would be responsible for intentional efforts related to career development, internships, grad school, and leadership development

Organize at least once a year (ideally prior to institution-wide job or career fairs) a resume review/interview workshop with grads or career services staff; Provide a formal opportunity for members who have held internships in the previous semester to talk about their experiences to the chapter and offer advice to those seeking internships

Provide incentives for members and new members to take advantage of collegiate career services opportunities, such as mock interviews, resume reviews, meetings with companies, networking events, etc

Intentionally encourage grads once or twice a year to share internship opportunities with the chapter (this encouragement can be included in periodic newsletters to grads)

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

Host a resume review event with graduates, or have seniors review resumes for younger members

Create an online or hardcopy resume book that contains everyone's resume so that members and new members can see examples to consider using for their own resumes

Have members of the Scholarship Committee/Scholarship Chairs check resumes prior to career fairs (if the chapter creates a Career and Professional Development Chair and committee this could be their responsibility)

Create a spreadsheet with the names of recent grads, their majors, current place of employment and contact info so that members can reach out to them for advice and networking purposes/Or work with the graduate chapter to create a robust Linked/In group that includes new members, actives, and graduates

Use social media to highlight brothers who have internships and/or received job offers

9. Intentional Co-Curricular Support (i.e., study abroad, community service, attending events, student organizations, etc)

Provide a formal opportunity at least once a year (ideally prior to the Study Abroad Fair) for members who have studied abroad to present to the chapter on their program and their experiences (perhaps limit those required to attend to freshmen)

Incentivize community service by rewarding the new member class with the highest community service hours per member each semester

Create incentives for members who join other student organizations, particularly those that are related to their major or future career

Create incentives and/or expectations for members to attend University events such as lectures, professional development opportunities, etc

Encourage members to attend events together and use them as brotherhood opportunities

Use social media to share experiences of members who study abroad

Create a visual representation that documents study abroad experience from members (e.g., wall of postcards,)