



PILLAR PROGRAM

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The Three Pillars

COMMUNITY

Fraternity and Sorority Life students play an active and important role in the community. Each chapter thrives in providing fulfilling experiences to their members not just in their time at Colorado School of Mines, but after as well. Our members are noticeable in all areas of campus such as holding leadership roles in other organizations, participating in campus traditions, and providing events for the community.

EMPOWERMENT

A key advantage in joining our FSL community is the empowerment we strive to provide our members. We empower each other to be better leaders, activists, collaborators, and friends. Through our work, we are able to equip individuals with education and training to improve their daily lives along with those surrounding them.

IMPACT

Our students aim to make an impact on campus, in community outreach programs, and within each other. FSL is known for its philanthropic endeavors. Members serve to raise money, give back, and make a difference in the work that they choose.

Fraternity & Sorority Life Learning Outcomes

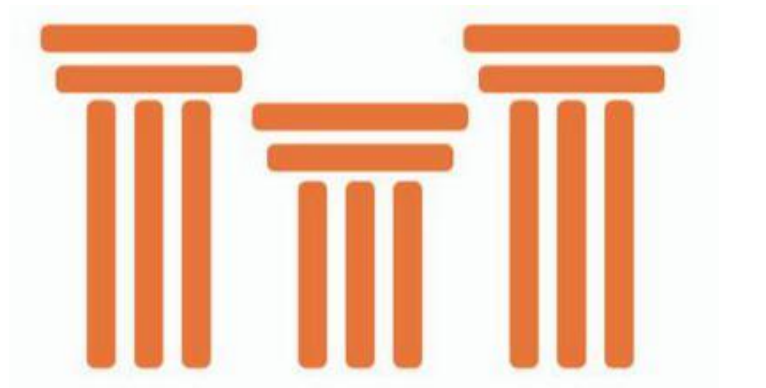
Students will be able to:

1. Illustrate personal responsibility and make informed decisions that are consistent with the core values of their national organization and the Mines Student Code of Conduct resulting in accountability among peers and in the community
2. Recognize their individual strengths and passions to serve in leadership capacities to accomplish chapter and community goals
3. Employ critical thinking skills to assess current systems, productively engage in conflict resolution, inspire change, and assess current and past practices to constructively form the goals and vision of each chapter and the FSL community

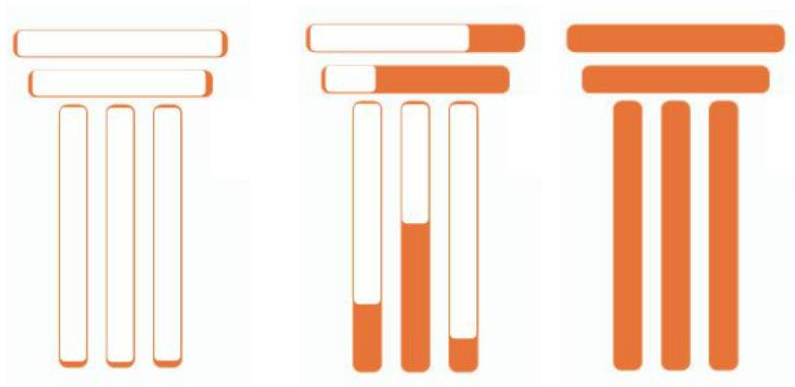
Overview

The Pillar Program is the tool by which the Fraternity & Sorority Life (FSL) Office can assess the accomplishments of the respective fraternities and sororities at Colorado School of Mines. Through a progress tracker involving our community's three pillars, chapters will be able to submit achievements to the Fraternity & Sorority Life Coordinator for review and acknowledgement of completion.

The progress tracker utilizes the FSL Office logo to symbolize the fulfillment of the three pillars: Community, Empowerment, and Impact. Through various activities, partnerships, and programs, chapters will be able to fill their pillars to demonstrate their ability and commitment to consistently exceed the expectations of the FSL community.



Each pillar will start empty, and as each chapter fulfills the requirements, they will be recognized for their work by filling each respective line with the end goal to complete all pillars.



The purpose of the Pillar Program is to serve as a recognition program of the hard work and dedication of the members of the FSL community. The data collected is solely used to praise the efforts made and is not intended to compare, compete, or disadvantage any of the Mines community chapters. It is an opportunity to recognize the hard work our members have achieved a reward chapters who have succeeded in representing their respective organization.

Each chapter will have access to their own Pillar Program so they may internally track their achievements. At no point will a chapter be able to view or access another's.

The exceptions to data sharing: SAIL Staff, chapter advisors, national headquarters staff, and administration for reporting. The purpose is to assist in the strategic planning and overall improvement of the chapter that is unique to each chapter.

Chapter Pillar Programs will be assessed at the end of each calendar year defined as January - December. The chapter who has the most pillars completed will be recognized and rewarded by the FSL Office (FSL Award Banquet) and on the FSL Mines website.

Community Pillar

For a chapter to successfully fill up their community pillar they must demonstrate the ability to build relationships with campus partners, show support to the efforts of others, and continue to build a thriving fraternity and sorority life community.

Chapters will be recognized in the following five categories for community:

1. Active participation in campus traditions

- a. Acceptable campus traditions to participate in are:
 - i. Fall Kick Off Events designated by the official schedule provided by NeST
 - ii. Celebration of Mines
 - iii. Homecoming Activities
 - iv. E-Days
 - v. Helluva Service Event

How it's graded on the Pillar line: In order to complete the respective pillar line in the Community Pillar, a chapter must complete 4 campus traditions worth 25% each of the respective pillar line in the Community Pillar. Other campus traditions can be accepted at the discretion of the Fraternity & Sorority Life Office. 30% of your chapter must be in attendance for approval.

2. Membership retention

- a. Membership retention will be calculated by the number of active members there are on the roster at the beginning of the semester compared to the number of active members on the roster the day before graduation
- b. Due dates for rosters at the beginning of the semester will be set by the FSL Coordinator
- c. It is the responsibility of the chapter to update the rosters throughout the semester as they gain and lose members.

How it's graded on the pillar line: In order to complete the respective pillar line in the Community Pillar, a chapter must successfully retain 80% of their active members in both the fall and spring semesters, each worth 50% of the respective pillar line. New members will not be counted in the retention score. Roster must be updated throughout the semester.

3. Percentage of members in other organizations

- a. Chapters will be required to turn in a list of all members who actively participate in other organizations outside FSL
- b. The FSL Office will coordinate with the SAIL staff to confirm membership in other organizations via Engage rosters

How it's graded on the Pillar line: In order to complete the respective pillar line in the Community Pillar a chapter must demonstrate that 60% of their chapter is in other organizations outside FSL.

4. Number of events held for community

Events held for the community (on-campus and off-campus) must be planned, hosted, and sponsored by the chapter for it to be an approved community event

- a. Events must be promoted and marketed at least a week in advance to the whole Mines and/or Golden community.
- b. Acceptable events for the community are (but not limited to):
 - i. Nightmare on Greek Street
 - ii. Events like Mac & Phi's or Acai with SAE
 - iii. Educational workshops

How it's graded on the pillar line: In order to complete the respective pillar line in the Community Pillar chapters must hold 2 campus events, each worth 50% of the respective pillar line.

5. Collaboration with other events

- a. Collaboration is considered as chapters who attend campus events (not considered campus traditions) and/or co-sponsored events. Socials and semi-formals/formals will not count.
- b. Acceptable campus events and co-sponsored events are (but not limited to):
 - i. Attending Mines athletic events (club or varsity)

- ii. Attending another non-Greek organization event and/or co-sponsoring an event with them
- iii. Attending Wellness Center/Counseling Center workshops

How it's graded on the pillar line: In order to complete the respective pillar line in the Community Pillar a chapter must attend/co-sponsor 2 events, each worth 50% of the respective pillar line. Chapters must have 30% of their chapter in attendance at a campus event and/or co-sponsored event.

****If the event is also for a philanthropic cause then the chapter may submit two separate Pillar Program Completion Forms only if the event raised donations for a philanthropic organization***

Empowerment Pillar

For a chapter to successfully fill up their empowerment pillar, they must demonstrate the ability to provide programming to members that educate and/or train them on various risk management and personal development.

**Contact information for partnerships and Pillar Program Completion Form are at the end of this manual*

Chapters will be recognized by completing the following trainings for the Empowerment Pillar:

1. Development trainings:

- a. Chapters may attend any development trainings of their choice. The risk management training provided by the FSL Office can count towards pillar completion.
- b. Chapters are encouraged to partner with professional staff from across campus to assist in the facilitation of these programs.
- c. Mandatory workshops required by a chapter's national headquarters can count towards the completion of a pillar.
- d. Workshops that are required as a sanction from the IFC and Panhellenic Councils, FSL Office, Mines, or national headquarters will not count towards the completion of a pillar
- e. Trainings should focus on risk management, leadership, professional, and/or personal development of members
- f. Accepted trainings are (but not limited to):
 - i. Mental Health Workshop
 - ii. Consent Training
 - iii. Domestic Violence
 - iv. Hazing Prevention
 - v. Substance Abuse
 - vi. Physical Health
 - vii. Safe Zone Training
 - viii. Time management
 - ix. Financial responsibility
 - x. DEIA focused trainings

How it's graded on the pillar line: In order to complete the Empowerment Pillar a chapter must attend 5 development focused trainings, each worth 100% of a respective pillar line. Chapters must have 30% of their chapter in attendance at risk management programs. 2 of the 5 required programs may be hosted by the chapter but at minimum 3 workshops must be facilitated by a qualified presenter.

Impact Pillar

For a chapter to successfully fill their Impact Pillar they must demonstrate the ability to fulfill their philanthropic duties through service and charitable giving that enhances our communities.

**Contact information for partnerships and Pillar Program Completion Form are at the end of this manual*

Chapters will be recognized in the following five categories for impact:

1. Service Hours - Internal to Mines

- a. Service hours internal to Mines will be defined as a chapter donating their time to assist offices/departments/organizations across campus
- b. Acceptable internal service hours are (but not limited to)
 - i. SAIL event clean-up (i.e. E-Days, Celebration of Mines, Bonfire, etc.)
 - ii. Assist in President's Office events/lectures
 - iii. Help grounds (i.e. snow shoveling)
 - iv. Rock clean up

How it's graded on the pillar line: In order to complete the respective pillar line in the Impact Pillar a chapter must complete up to the number of members x 5 (i.e. if you have 50 active members your goal is to have 250 service hours). Number will be calculated when the roster is due in January and will stay that value until the end of the program in December.

2. Service Hours - External

- a. Service hours external will be defined as a chapter donating their time to the community outside of Mines
- b. Acceptable external service hours are (but not limited to)
 - i. Highway clean-up
 - ii. Volunteering at an animal shelter
 - iii. Event set up/clean up

How it's graded on the pillar line: In order to complete the respective pillar line in the Impact Pillar a chapter must complete up to the number of members x 5 (i.e. if you have 50 active members your goal is to have 250

service hours). Number will be calculated when the roster is due in January and will stay that value until the end of the program in December.

3. Charitable Giving - Monetary

- a. Monetary charitable giving will be defined as a chapter making financial donations to a cause (US dollars)

How it's graded on the pillar line: In order to complete the respective pillar line in the Impact Pillar a chapter must donate up to the number of members x5 (i.e. if you have 50 active members your goal is to donate \$250). Number will be calculated when the roster is due in January and will stay that monetary value until the end of the program in December.

4. Charitable Giving - Tangible Items

- a. Tangible items are physical objects that can be donated based on need of a chosen philanthropic organization
- b. Acceptable tangible items include (but are not limited to):
 - i. Articles of clothing
 - ii. Canned goods
 - iii. Blankets
 - iv. School supply backpacks
- c. Items can be combined to reach the goal. For example, a chapter can donate blankets for one opportunity and canned goods for a different event

How it's graded on the pillar line: In order to complete the respective pillar line in the Impact Pillar a chapter must donate up to the number of members times 5 (i.e. if you have 50 active members your goal is to donate 250 items). Number will be calculated when the roster is due in January and will stay that monetary value until the end of the program in December.

5. Supporting another organization's philanthropic event

- a. Chapters may support another organizations event by donating money or purchasing tickets/goods for the cause (i.e. bought tickets to attend A Phi's red dress gala, bought pancakes with Pi Phi)
- b. Donating money to another organizations event does not count towards the charitable giving - monetary pillar line

How it's graded on the pillar line: In order to complete the respective pillar line in the Impact Pillar 30% of the chapter must actively support 2 other organizations philanthropic event, each worth 50% of the pillar line.

How to Submit a Form

Pillar Program Completion Form: <https://forms.gle/ZkLXRBZZbouGSvXk6>

The link to the Pillar Program Completion Form is located in the appendix of this document.

The Pillar Program Completion Form is to be submitted after chapters complete a qualified activity/event for the respective pillars and pillar lines. Any member of a chapter can be delegated to complete the form, but it's recommended the officer who organized the program submits the form. It is important to note that the form should be completed in as much detail as possible so that there is little error in interpretation by the FSL Coordinator to approve. The form should be completed as soon as possible after the event to aid in recording accomplishments in a timely manner.

If a pillar line is requesting an attendance requirement, then a chapter is responsible for filling out their own sign-in sheet in an Excel spreadsheet and attach the document to the Pillar Program Completion Form. The sign in sheet must include first name, last name, and CWID of each member in attendance.

If a pillar line is requesting service hours (internal or external) and/or charitable giving of tangible items then a chapter will need to attach a letter from the service organizer stating the completion and approval of the hours completed by a chapter.

If a pillar line is requesting the donation of money then a copy of a receipt can be attached as proof of donation.

Other documentation that is appropriate for submission in addition to the requirements above is excel spreadsheets, marketing materials, pictures, and other reference letters.

When a Pillar Program Completion Form is submitted the FSL Coordinator will review the form for corrections, clarification, and/or approval. Once the form has been approved, the FSL Coordinator will update the chapters pillar to reflect the completion of achievement.

Tracking Sheet

Successful Completion Example

Community:

Active Participation in campus traditions -

- M - Climb
- Celebration of Mines
- Homecoming Parade
- E- Days
- Other

Membership retention -

- Retain 80% of active membership in the Fall Semester
- Retain 80% of active membership in the Spring Semester

Percentage of members in other organizations -

- 60% of members are in other organizations

Number of held events for the community -

- Campus Event #1
- Campus Event #2

Collaboration with other events -

- Attend/Co-sponsor Event #1
- Attend/Co-Sponsor Event #2

Empowerment:

Development trainings -

- Development training #1
- Development training #2
- Development training #3
- Development training #4
- Development training #5

Impact:

Service hours - Internal to Mines -

- Number of Members x 5 for Fall Semester
- Number of Members x 5 for Spring Semester

Service hours - External -

- Number of Members x 5 for Fall Semester
- Number of Members x 5 for Spring Semester

Charitable giving - Monetary -

- Number of Members x 5 for Fall Semester
- Number of Members x 5 for Spring Semester

Charitable giving - Tangible Items -

- Number of Members x 5 for Fall Semester
- Number of Members x 5 for Spring Semester

Supporting another organization's philanthropic event -

- Event support #1
- Event support #2

Contact Info Sheet

Impact Project Assistance

Alexandra Demopoulos (***she/her/hers***)
Associate Director of Student Engagement
ademopoulos@mines.edu

How they can help: Assist with participation in campus traditions

DePaul Straub (***he/him/his***)
Coordinator of NeST
fdstraub@mines.edu

How they can help: Assist with participation in campus traditions

Tiffany McCampbell (***she/her/hers***)
Associate Director of Athletics for External Relations
tiffanymccampbell@mines.edu

How they can help: Assist in creating athletic partnerships and foster collaboration between chapters and the FSL community

Empowerment Assistance

Carole Goddard (***she/her/hers***)
Director, Equity & Title IX and Title IX Coordinator
cgoddard@mines.edu

How they can help: Assist with risk management workshops and training around DEI.

Sergeant Patrick Bahl (***he/him/his***)
Mines Police Officer - FSL Liaison
pbahl@mines.edu

How they can help: Assist with risk management programming which can include, but is not limited to, bystander intervention, self-defense, what to do in an emergency, etc.

Emma Griffis (***she/her/hers***)
Director of Student Wellness Promotion and Education
egriffis@mines.edu

How they can help: Along with the Mines Peer Educators, assist with risk management workshops and training which can include, but is not limited to, QPR suicide prevention training, resiliency, alcohol and substance abuse, healthy living, etc.

Michelle Kenrick F.N.P. (***she/her/hers***)
Clinical Care Team
mkenrick@mines.edu

How they can help: Can help with healthy living and help navigate health issues and provide help/resources.

Community Assistance

Marilynn Gallegos (***she/her/hers***)
Student Clubs and Organizations Coordinator
mgallegos@mines.edu

How they can help: Assist with participation in campus traditions

Kyle Dupper
FSL Coordinator
kdupper@mines.edu

Alexis Lakers
Associate Director of FSL
alakers@mines.edu