



# ASSOCIATION OF FRATERNITY | SORORITY ADVISORS

## **Volunteer Tip Sheet**

## **Knowing vs. Implementing** (Ensuring that the Core Competencies and Strategic Framework are Part of Your Volunteer Work)

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### **You Have to Know Them to Implement Them!**

One of the most effective volunteer supervisor techniques is to keep volunteers connected to the organization at a high level. To help volunteers feel connected to AFA, it's important to create a sense of identification with the organization—what better way to ensure that AFA Volunteers KNOW our guiding documents.

As a volunteer, you should review and reflect on these FREQUENTLY!

#### **The Strategic Framework**

[http://www.fraternityadvisors.org/Business/  
Strategic.aspx](http://www.fraternityadvisors.org/Business/Strategic.aspx)

(and located on the back of this Tip Sheet)

*Look for more information about the new  
strategic framework in late 2010*

#### ***The Core Competencies for Excellence in the Profession***

[http://www.fraternityadvisors.org/Business/  
CoreCompetencies.aspx](http://www.fraternityadvisors.org/Business/CoreCompetencies.aspx)

(and located on the back of this Tip Sheet)

### **Tips for Using These Documents in Your Volunteer Work:**

- Do a committee-wide brainstorming session around each *Core Competency* and how it is applicable to your volunteer role
- Ask your Volunteer Leader to highlight a Competency and/or part of the Strategic Framework each month as part of your regular communication
- As a committee, set goals for the group to create new initiatives that are focused on the *Core Competencies* and/or Strategic Framework
- As a volunteer leader, ask the question as you are developing your project plan and quarterly status updates, “how are our current or new initiatives supporting the Strategic Framework and its strategic goal areas?”
- If you're charged with developing new programs or resources, develop a section of the resource that highlights the *Core Competencies* and the interface with your new resource
- Learn from the Masters! Look to other AFA committees that are doing this well (Educational Programs and 1st 90 Days) and see what you can learn from them about engaging the *Core Competencies* in your work

# The AFA Strategic Framework

## **Mission: the business of the Association; its reason for existence**

AFA enhances its members' ability to create fraternity and sorority experiences that positively affect students, host institutions, and communities.

## **Vision: the future we hope to create**

A unified fraternal movement and an increased recognition of the value of the fraternity and sorority experience.

**Envisioned Results for Major Goal Areas (2005-2010):** Five major goal areas have been identified as crucial to fulfilling the Association's mission and realizing the vision for the future. Envisioned results for each area are provided below.

## **Advocacy and Influence**

Association and member advocacy with campus constituents, higher education associations, and interfraternal organizations enhances the Association and its members' ability to influence and advance the fraternal movement. Research conducted demonstrates the value of the Association and its members in creating meaningful fraternity and sorority experiences and increases their ability to do so.

## **Convener, Facilitator, and Partner**

AFA's proactive steps to convene, facilitate, and participate in meaningful dialogue and partnerships with stakeholders advance the interests of the fraternal movement, the profession, and the Association.

## **Governance and Infrastructure**

The Association's culture, structure, finances, and use of technology ensure timely, consistent, accessible, and innovative solutions to address evolving needs.

## **Inclusiveness and Community**

AFA is a meaningful community inclusive of the varied stakeholders working with fraternities and sororities. Members are increasingly engaged within the AFA community producing a greater return on investment for their participation and volunteer involvement. Members are supported in being more culturally competent in their own efforts to build an inclusive community.

## **Information, Knowledge, and Learning**

Research, information, and knowledge resources help members be more efficient and effective, make their responsibilities more manageable, and increase their overall competency. Association sponsored learning experiences are timely, relevant, accessible, and of the highest

# The Core Competencies for Excellence in the Profession

**Educator:** A fraternity/sorority advisor applies student development and organizational development theory to his/her practice in challenging and supporting councils, chapters, and individual members. The advisor helps students to be aware of what they are learning and how this applies to their curricular lives. An advisor provides leadership, marketing, diversity awareness, officer transition, and other types of training for chapter members, advisors, and alumni/alumnae volunteers.

**Values Aligner:** A fraternity/sorority advisor sets and clearly communicates high expectations for chapters as values-based organizations hosted at an institution of higher education and holds members accountable for their actions. An advisor challenges students to live up to their shared organizational values and have these expectations of one another. When necessary, a fraternity/sorority advisor sanctions individual members or chapters, or works with the institution's judicial affairs system and inter/national organization in a disciplinary process. The advisor recognizes students and chapters for their improvements and achievements in adhering to their founding principles and university expectations.

**Collaborator:** A fraternity/sorority advisor collaborates with and often serves as a liaison among potential members, chapter members, chapter officers, campus faculty, campus administrators, other offices on campus, alumni/alumnae, local volunteer advisors, local house corporation officers, inter/national headquarter staff members, and inter/national officers. The advisor works with these other constituencies on the common goal of positively impacting the reputation and success of the fraternity/sorority community by building partnerships to impact positive change, sharing information regularly, maximizing the reach of limited resources, and developing key partnerships. A fraternity/sorority advisor builds trusting relationships for the betterment of the councils, chapters, and chapter members.

**Advisor:** A fraternity/sorority advisor guides and facilitates the work of individual chapter members, chapter executive committees, and governing councils, affording them experiential learning opportunities that enhance the education they receive inside the classroom. The advisor provides training and resources on risk management awareness. An advisor builds relationships with individual students to assist them with organizational, academic, or other concerns. The advisor enlists the help of counseling professionals when necessary.

**Administrator:** A fraternity/sorority advisor maintains accurate and comprehensive records on membership statistics, scholarship rankings, council business, and disciplinary cases. The advisor works with all necessary constituencies to resolve any individual member, chapter, council, or university crisis. An advisor may supervise or oversee full-time professional, paraprofessional, graduate student, and/or undergraduate student staff. A fraternity/sorority advisor may have responsibilities in managing, or supporting students in managing, on- or off-campus chapter houses, chapter suites, and/or offices to ensure they are operating properly and safely. The advisor may also assist students in planning events.

**Researcher:** A fraternity/sorority advisor uses research to guide practice. The advisor assesses the needs of the fraternity/sorority community and engages constituents in strategic planning to set goals for ongoing development and to provide programs and resources for the benefit of chapters and members; the impact of those programs and resources is also assessed. The advisor maintains an awareness and knowledge of how current issues and student affairs research impact the undergraduate student experience and fraternity/sorority community.

**Innovator:** A fraternity/sorority advisor implements new programs that benefit community members. An advisor promotes the practical application and effective use of technology to communicate with members, support their positive use of online communities, provide online educational opportunities, and promote the fraternity/sorority experience.

**Leader:** A fraternity/sorority advisor is an involved, engaged member of the campus community, is an active volunteer, and participates in opportunities for continued professional development through the Association of Fraternity Advisors and other organizations. An advisor exhibits leadership skills in his/her daily work through critical thinking, risk taking, and creativity, and by making values-based decisions. An advisor also shares his/her knowledge and mentors others in the field.