



Annual Meeting Educational Programs Core Competency Focus Areas

When reviewing Core Competencies Self-Assessment data, the following educational needs were identified for the 2019 Annual Meeting:

Governance

Collegiate fraternal organizations are subject to various sources of authority, each with their own expectations. Fraternity/sorority professionals must accurately identify, interpret, navigate, and support compliance with these expectations.

Competency Focus Area: Applying relevant federal laws

Program Submission Educational Focuses

- Freedom of association
- Freedom of speech & free speech zones
- Freedom of information
- Title IX and single gender exceptions
- Intellectual property, copyright, and trademark
- Student privacy, FERPA/HIPPA
- Taxation and finance
- Fair Labor Standards Act
- Cleary Act
- Anti-discrimination
- Disability
- Whistleblower
- Current legislative topics such as REACH & CHIA

Competency Focus Area: Applying relevant local laws & ordinances

Program Submission Educational Focuses

- Local laws and ordinances on alcohol, zoning, and noise
- Campus and local law enforcement relationships

Fraternity/Sorority Systems

Collegiate fraternal organizations have many unique operating practices, and they operate across a variety of functional areas. Professionals must be familiar with, provide accurate advice about, and be able to navigate all relevant functional areas and operating practices.

Competency Focus Area: Closing & reorganizing chapters

Program Submission Educational Focuses

- Legal rights and responsibilities of and communications with each stakeholder including alumni, parents, other members, and inter/national and university staff

Competency Focus Area: Managing housing strategies & systems

Program Submission Educational Focuses

- The variety of structures for ownership
- Facility management
- Financial management
- Resident supervision, placement, and resident contracts
- Security systems
- Types of space
- Options for underserved groups
- Interactions with stakeholder groups such as university housing, housing corporations, and chapter leaders

Student Safety

Collegiate fraternal organizations present both challenges and opportunities to enhance student safety on campus. Fraternity/Sorority professionals must be familiar with the nature of these issues, the campus partners who work to prevent them, and research-supported strategies for addressing them.

Competency Focus Area: Examining student safety issues

Program Submission Educational Focuses

- Using data, research, theory, and logic to identify multiple causes and contributors of problems in student safety
- Selecting initiatives targeted to specific student safety problems
- Articulating intended outcomes and impact of each initiative
- Addressing ineffective or unsupported approaches
- Collaborating with health, wellness, alcohol prevention, and other relevant departments

Competency Focus Area: Employing research-supported approaches to facilitate student safety

Program Submission Educational Focuses

- Relevant higher education publications on student safety issues
- Developing and aligning initiatives with research and theory on multiple approaches to student safety such as:
 - Risk reduction & prevention
 - Health promotion & education
 - Peer education
 - Environmental management
 - Liability management
 - Crisis response
 - Incident response & treatment
 - Early intervention teams
 - Motivational interviewing

Competency Focus Area: Managing institutional/organizational liability

Program Submission Educational Focuses

- Communication systems and regular interaction with:
 - Law enforcement
 - Legal counsel
 - Risk management staff
 - Public relations
 - Title IX coordinator
 - Diversity & inclusion staff

Program Administration

Fraternity/sorority professionals are responsible for contributing to the core functions of an organizational unit. They must be capable of identifying, managing, planning, and executing the basic duties of departmental programs.

Competency Focus Area: Managing financial systems

Program Submission Educational Focuses

- Creating program and departmental budgets
- Running accounting process
- Identifying new funding sources
- Reporting financial performance
- Allocating funds appropriately

Operating Strategically

There is no shortage of work in supporting collegiate fraternal organizations, and not all work is equal in importance or urgency. Fraternity/sorority professionals must be able to coordinate multiple competing priorities, consider long-term implications of their work, use limited resources intentionally, and organize work in a way that produces the best results.

Competency Focus Area: Implementing long-term plans

Program Submission Educational Focuses

- Developing strategic objectives
- Using principles to guide initiatives
- Monitoring performance and progress
- Aligning support and resources
- Aligning daily activities around operational strategy
- Limiting time on urgent and less important work
- Celebrating milestones
- Adjusting plans as needed

Driving Results

Universities and fraternal organizations are being called to demonstrate measurable progress in the many issues they face. Fraternity/sorority professionals must be able to deliver on institutional/organizational outcomes and demonstrate effective use of institutional/organizational resources.

Competency Focus Area: Assess & report outcomes

Program Submission Educational Focuses

- Defining learning and impact outcomes for every activity
- Developing data collection instruments
- Gathering data
- Analyzing and interpreting data
- Compiling assessment reports
- Incorporating results into communication systems
- Using data to improve work

Competency Focus Area: Prioritizing high impact initiatives

Program Submission Educational Focuses

- Discontinuing low-impact services
- Selecting services and initiatives based on research and evidence of effectiveness
- Using environmental management approaches
- Prioritizing initiatives that influence all students continuously over one-time efforts with a subset of students