



Chapter Advisor Recruitment

The search and selection of suitable advisors is a task that can seem daunting. Individuals who hold the title of FarmHouse Chapter Advisor should be those who seek to aid in the process of building men. This is no small task. However, there are many individuals out there who are up to the challenge. These people recognize the value in sacrificing their time, pleasures, and comforts so that progress marks every step of our members and our organization. To this end, the following principles for seeking and selecting suitable candidates have been developed to help make this a reality.

If your chapter has:

0 advisors

- FarmHouse Headquarters (FHHQ) will assist in locating an alumnus in the area
 - Chapters with no advisors should form an advisor search committee
 - Once candidates have been identified, FHHQ and the chapter's advisor search committee will select an advisor for the chapter

1-2 advisors

- A. For the selection of additional advisors, the chapter search committee along with current advisor(s) will identify 15+ possible candidates
- B. The committee should present this list of candidates for the chapter's ratification and give the committee power to grant advisory status upon acceptance.
- C. The committee should continue to seek acceptance until 3+ advisors have been selected.
- D. These advisors will form the advisory board

3+ advisors

- Upon notification of an advisor's desire to step out of the role or if an advisor's term limit has been reached (optional), repeat steps A-C above

Criteria for an Advisor

An advisor should be:

- Someone is well respected by the chapter.
- An individual that will challenge the chapter to constantly do better.
- Someone who officers feel comfortable in asking for guidance and wisdom.
- Someone proficient in an area in which the chapter may struggle.
- An individual that is willing to put in the time to perform the duties of an advisor, not simply hold a title.

Criteria for Advisory Board

- The Advisory Board must consist of or more members.
- The board must consist of at least one FarmHouse alumnus who is not also serving on the housing or alumni association.
- The board must consist of at least one university faculty or staff member.
- It is highly recommended that a woman should serve on the board, especially if the chapter does not have a house mother.

Each chapter should consistently have a minimum of three advisors. Advisors should be able to give new perspectives and challenge the standard of "we have always done it this way." To that end, seek individuals from outside the chapter, as well as alumni from the chapter. Seek to find advisors who have a passion to help the chapter achieve its objective of being a "Builder of Men."

Recruiting a Chapter Advisor

While this is a responsibility of the chapter, the advisory committee should have at least one faculty member. The committee assists the chapter is focusing on academics and helps to incorporate university priorities into chapter operations.

They can also provide an outside perspective on the chapter. Chapter advisors are an invaluable communication link between chapters, campus administration, faculty, and alumni. This makes it vital to have at least three actively engaged individuals on the advisory committee. To request a member of the faculty as an advisor, chapter members need to simply ask. Approach a faculty member you feel may be interested in assisting your chapter and ask them if they would like to serve in the role. Here are some key steps to consider in the process:

1. Talk to chapter members, recent alumni, deans, faculty, staff members, and advisors of other chapters for suggested names. FarmHouse staff members can provide a list of local alumni and can assist in suggestions.
2. Establish criteria. Seek out men or women who take a personal interest in students and have the time to fulfill the commitment. An advisor should speak effectively on the occasions where he or she will be asked to represent the chapter to the administration and faculty. Make sure the entire chapter is involved in establishing the requisite criteria.
3. Invite potential advisors to functions and learn more about their background, family, career goals, and outside interests in social settings. Learn how he or she would deal with a particular problem or situation by asking them specific questions. It is a good practice to treat this as an informal interview between the potential advisor and chapter officers. This should determine whether or not the person has a style that will fit with the chapter.
4. Ask the person to serve as chapter advisor with a clear understanding of the duties, expectations of their role, and length of service requested. Allow them to ask any questions they may have about the role.
5. Once an individual commits to serving as a chapter advisor it is important to notify FarmHouse Headquarters, association board, Greek Life staff on campus, and other key stakeholders. Offer the new advisor to share a message in those correspondences and provide a calendar of upcoming events to begin their involvement with the chapter.

Chapter advisors are one of your chapter's most valuable assets. As a more mature and experienced adult, they mentor brothers and the chapter through difficult situations. Successful chapters are supported by an effective and highly engaged set of advisors. Additionally, they purposefully reach out and fully utilize the skill set these individuals offer in their service.