



FARMHOUSE

FRATERNITY

Director of Scholarship

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Role of Director of Scholarship

As Director of Scholarship, it is your responsibility to help foster and create a sense of strong academics in the community. It should not be your sole responsibility, but you should be leading the charge to ensure everyone in the chapter is held accountable for being high in scholarship. It can be easy to try a universal approach to scholarship, creating study hours based on GPA, for example. Unfortunately, this universal approach doesn't help members individually create successful study habits or long term goals if they don't already have those instilled within them. Working with members individually will help personalize the approach to what they specifically need to be successful. Points-based systems, accountability groups, setting short term and long term goals with members individually will better set them up for success.

Responsibilities

It is important to note that chapters operate the VP of scholarship position in different ways, or even call it a different title. According to FarmHouse staff, these are the responsibilities that the position should focus on:

- Facilitate a higher sense of scholarship within the chapter.
- Help individual members reach the required GPA of the chapter.
- Meet with faculty advisor to discuss on-campus academic resources.
- Keep a list of academic offices and resources for chapter members to use.
- Meet with members on academic probation on a weekly or bi-weekly basis.
- Issue letters of probation to anyone below the GPA threshold.
- Provide academic programming throughout the semester.
- Implement the point system for chapter to use.
- Provide individualized goal-setting to members.

Creating a Culture of Scholarship

To create and maintain a culture of scholarship takes patience, consistency and self-control. It is important to think about your long term goals and keep focused on them, when the temptations of the social part of college are so easily accessible. Factor in Fraternity life too, and it might feel like there is too much to do in not enough time.

Creating a culture centered around academics is not an overnight change. It takes time and commitment to fostering this. It's not just your job as the VP of scholarship to create this, rather the entire chapter. It is your job, however, to spearhead this effort. To start this effort, here are some potential conversations to have with the entire chapter:

- What GPA average do we want to have as a chapter this semester? How are we going to attain this?
- How do we compare to other fraternities? The all men's average on campus? How are we going to elevate ourselves to be better?
- As individuals, where do we want our careers to be in the future? What will help us reach these goals?

After having these conversations, keep the goals that you all come up with at the forefront of the chapter and revisit them each week. Have steps been made towards these goals, or what is detracting from our academic success? What will be the next steps to continue the path forward? Besides goal setting and following up with the chapter, here are some other ways you can keep academic success on the minds of chapter members.

- Ask members to share academic accomplishments with the chapter.
- Highlight members on social media who make the Dean's/President's list.
- Share scholarship information to the chapter, recognize members who apply, praise those who receive them.
- Do a drawing each week for a gift card based on academic goals (anyone who didn't skip class, anyone who got an A on a test that week, met an academic milestone or goal)

Consistency is key, creating chapter buy-in is important and that starts with your excitement and consistency in fostering the culture of academic excellence to the chapter.

Academic Success Group

Another way to help assist those who are below the 2.7 GPA requirement is to create an academic initiative group. The new members at the University of Missouri have created this program and saw its implementation in the Spring of 2021.

The academic initiative group is led by the scholarship chair and meets once a week with anyone who is currently under the standard that the chapter has set for themselves (2.7 average is the standard, but some choose to have even higher standards). Some of the topic of discussions to the group can include:

- What were some roadblocks you faced for academics this week?
- What are some successes that you had in academics?
- What are some goals that you have for the next week?
- Do you have any worries about upcoming exams? How can we better prepare you for them?

Invite the whole chapter to meetings of the academic initiative group; it should not be seen as a type of punishment for members who are struggling academically. This can be a meeting space for members who have the same/similar classes and members can also help point one another to resources on campus.

Goal Setting and Accountability

Once the chapter has established a culture of holding scholarship high, it is important to capitalize on this and help individual members through goal setting and accountability. As members meet with the Director of scholarship at the beginning of the semester, be sure to focus conversations around short term and long term goals, and how scholarship will get them to those goals to keep scholarship front and center in the chapter. Here are some guiding questions that you can use for these conversations:

- What are the main barriers you see that hinder your academic success? (e.g., time management, study skills, missing class, not understanding content)
 - How can you work to overcome those this semester?
 - What systems or strategies can the chapter use to help you in these areas?
- What GPA do you want to achieve this semester? How do you plan on achieving this goal?
- What GPA do you want to graduate with? How will your actions this semester help you with that?
- What type of job do you want after graduating? Is your major aligned with that career path?

Accountability is a chapter wide effort, it should not be the sole responsibility of the Director of scholarship to make sure that members are studying and focusing on academics. All members should take responsibility in talking to members who are falling behind in scholarship. However, it is your officer role to help individuals who are struggling and connect them with resources to be able to help. Set regular (every other week is a good benchmark) meetings to check in with any member on academic probation.

As members, consider posting your class schedule and academic goals for the semester on the door of your room in the chapter facility. If a brother sees you in your room playing video games (for example) when you're supposed to be attending class, he should take initiative and have a conversation to help you be accountable to your brothers by attending class.

Accountability often starts at the top. Consider instituting a higher GPA requirement (3.0 or higher) to serve on the executive board. As Director of scholarship, you should exemplify the academic ideals you're hoping to instill in your fellow members. Be sure to take ownership of your own studies to help influence the rest of the chapter—set the example!

Think outside the classroom, too. Oftentimes students can get bogged down and only focus on gaining knowledge through their academic coursework. It can be vital for members to join campus organizations to gain relevant experience in their field of study. Encourage members to get involved outside of FarmHouse! This provides the chapter with opportunities for informal recruitment and having 75% of members in other organizations is often a two-star Excelsior achievement.

Academic Habits Module

This on-demand module is for FarmHouse men who wish to grow intellectually, one of the four pillars of the Fraternity. After completing this module, FarmHouse members will be able to apply the study habits discussed to their specific academic needs. Please reach out to your chapter advisor or Director of Scholarship for additional academic resources.

[Click Here](#)

Points System Template

Adapted from the Texas Tech chapter, the point system seen below was created to help chapters grow in academic excellence. Rather than a blanket approach, the points system lets chapter members decide on what is working best for them. Different areas of growth can be utilized. The only part that is absolutely required is meeting with the Director of scholarship to complete individual goal setting for the semester. Otherwise, it is up to the member to collect the amount of points required to be in good standing with the chapter.

Opportunities to receive points:

1. Meet with the Director of Scholarship **REQUIRED**
 - Discuss study plan, academic goals, and/or creating a time management plan.

Worth: **5 Points**

Contact Information:

Name: _____

Number: _____

Email: _____

2. Meet with an academic advisor
 - Discuss academic goals, management plan. Must have a signed form of proof.

Worth: **5 points**

Name: _____

Number: _____

Email: _____

3. Meet with a professor during office hours
 - Must have a signed form of proof.

Worth: **3 points** per meeting

Can appeal for a maximum of 24 points in this category

4. Have paper proof-read by campus writing center
 - Must have signed form proof.

Worth: **5 points**

Office Number: _____

Number: _____

Email: _____

5. Seek and use a professional tutor
 - Must have a signed form of proof.

Worth: **2 points** per session attended

Office Number: _____

Number: _____

Email: _____

6. Earn a 90% or greater on a paper, test and/or quiz worth at least 50 points towards GPA

- Must show proof of the score to the director of scholarship.

Worth: **10 points**

7. Study with a person of your same major or class
 - Can be a member of the chapter or another student in the class

Worth: **1 point** per hour

Can appeal for a maximum of **10 points** in this category

8. Attending academic success workshops
 - Must show proof of attendance

Worth: **3 points**

Date: _____

9. Attend supplementary instruction/lab tutoring
 - Must show proof of attendance to the director of scholarship

Worth: **4 points** per session

10. Take the FarmHouse academic habits course
 - *Link*
 - Must show proof of attendance through certificate

Worth: **5 Points**

Points System Values:

4.0 GPA-	20 Points
3.5 GPA-	30 Points
3.0 GPA-	40 Points
2.5 GPA-	50 Points
Below a 2.0 GPA-	60 Points

Name: _____

Semester/Term: _____

Goals for the Semester

- _____
- _____
- _____
- _____

Additional Notes

Date	Action	Points Earned	Proof

Last updated March 23rd, 2021



[Designated] Chapter Commitment to High Scholarship

[Date]

This document should be signed by all actives members at the start of the term/semester

I, _____ hereby I agree to maintain the standard set before me by the **[Designated]** Chapter of FarmHouse Fraternity. In agreeing to do so, I will achieve no less than a 2.70 GPA during my _____ Semester at **[University]** in **[City, State]**. I will attain my goal of a _____ GPA for the sake of my chapter and my brothers. Most importantly, I will attain this goal for the sake of myself. I realize that I am above all else benefiting from being high in scholarship, so that I may better fulfill my promise of service to my brothers, and to the world. I agree that if I am unable to meet the standard set before me by FarmHouse, I will be put on academic probation. I understand that the rules of academic probation are decided upon by the scholarship chair/committee, and I will abide by what is put in place if I fall below said standard.

Member Signature

Date

Director of Scholarship Signature

Date

Academic Advisor Signature

Date