

## 2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

### Chapter:

Alpha Omicron Pi

### Assistant Director:

Olivia Miller

---

### Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

**Exceptional [3]** - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

\*remarkable commitment to chapter and community purpose, mission and values

**Above Average [2]** - commendable demonstration of chapter operations and membership engagement in the area of evaluation

\*outstanding commitment to chapter and community purpose, mission and values

**Average [1]** - standard demonstration of chapter operations and membership engagement in the area of evaluation

\*acceptable commitment to chapter and community purpose, mission and values

---

### 2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

*Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.*

**List any chapter provided supplemental materials.**

N/A

**Demonstrated effort toward prioritization of membership engagement & accountability.**

*Examples could include but are not limited to*

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

**Chapter's demonstrated description and justification.**

During the fall 2020 semester, as a chapter on international probation with our Headquarters, Alpha Omicron Pi spent most of our time "staying afloat." Members lost a lot of morale, and this came to a head when we were placed on Deferred Dissolution with the University in November of 2020. It felt as though all of our extensive risk management practices were failing us, and so we had a sort of "awakening" as a chapter. While each member values their membership in Alpha Omicron Pi, they lost some AOII pride when our chapter was so downtrodden. Because of this, our Standards board had to shift their focus on membership accountability in order to avoid any further complications with the Conduct office at the University.

Georgia Kiriakou, Risk Manager, took on a massive role in the Chapter, working to decrease risk and enforce a culture of responsibility within the chapter. She has taken huge strides in making sure the new member class is up to date with all of our chapter's expectations of them, so that each member knows the importance of what it means to wear AOII's letters and present the Chapter in a respectable (and proper) manner. On campus, there are many risks that present themselves daily: our Headquarters has deemed Lehigh to be a "high risk" campus, as the culture is very socially driven. Alpha Omicron Pi aims to avoid all risks by being respectable and responsible members of the community, especially during a time of confusion and stress, such as the Pandemic.

Emily Frase, Vice President of Standards, took on the challenge of holding members accountable for their various shortcomings, and presented the Chapter with more structure in regards to the Conduct process at Lehigh. She, along with the standards board, decided to implement more rules on accountability in the Chapter. We decided to outline very clearly what would happen if we were to be called to the Conduct office: whoever was involved in the wrongdoing was expected to join Chapter President, Sarah Steffens, in the meeting and eventual hearing. This kind of accountability was what the chapter needed to further understand what it means to be a part of a group bigger than oneself.

Additionally, what worked well for the Chapter was preventative internal action. We invited Andrew Dorriere and Olivia Miller to speak to the chapter about our status on campus, and they also gave the members some tips on how to stay out of trouble. With the University's strict COVID-19 guidelines, our members benefited greatly from this structure and advice, and the Spring 2021 semester has been smooth since they visited.

The chapter invited Holly Taylor to a chapter meeting, and she will be coming sometime in late April to discuss the importance of staying safe and following the University's guidelines. Our Deferred Dissolution ends on 5/31/21, and the Chapter aims to come out of it stronger and more responsible than before.

Making sure all members are engaged was a challenge when it came to official chapter events, as they were all virtual, but the sisterhood bond in the chapter never wavered. Finding virtual activities for all members was incredibly challenging, but one of our best displays of unity was on Bid Day. Our theme was "Candyland" and each member dressed in theme and told the new member class a bit about themselves, where they're from, and what they like to do on campus. Each member felt more comfortable as the Zoom went on, ensuring that everyone's voices were heard. Hopefully as Lehigh's COVID-19 guidelines continue to loosen (and positivity rates continue to fall), new members will be able to meet in person and get to know the older member classes before they graduate in May.

Despite the disciplinary status of Alpha Omicron Pi, the members have remained hopeful and connected, via Groupme and other social media tools. "Meme" group chats were created between different member classes, and many Groupme's were created, most notably "Quarantine Chefs," where our members send in photographs of meals they have made while at home with their families or roommates. This sense of connectivity has allowed members to feel as though they are still close, even though they are not living in the Chapter House.

Alpha Omicron Pi makes sure to answer OFSA and Conduct emails in a timely manner, and takes the relationships with each office very seriously. Sarah Steffens has made sure to maintain close relationships with Olivia Miller from OFSA and Holly Taylor and Chris Mulvihill from Conduct. Through this, a sense of trust has been established, along with transparency. This past academic year has taught Alpha Omicron Pi that asking for help is never looked down upon, rather, encouraged, and this sense of trust has been beneficial for all members.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Alpha Omicron Pi stated that they were just trying to "stay afloat" this past year due to their differed dissolution status at Lehigh and their international probation with their HQ organization; the panel believes the chapter did significantly more than just stay afloat and instead put significant effort into creating sustainable change in the chapter. The chapter was innovative in what connection and sisterhood looked like this year, adjusting to use GroupMe groups on different topics like meme groups and quarantine chefs for connection. Alpha Omicron Pi also utilized bid day as an opportunity to connect all member classes together and made it a fun opportunity to connect before the spring semester. As a panel member stated, "understanding that engagement may not be the same in walking down to the kitchen to eat meals together, but instead starting different threads on groupme are really sophisticated shifts to have made, especially during a time when fear and uncertainty could have been very high (covid, deferred dissolution, etc.)". What was truly exceptional for AOII was their approach to accountability and risk management. The chapter stated that they "felt their risk management was failing the chapter" so they began to re-evaluate and focus on peer accountability. Their new accountability structure did not focus on reprimanding reactively to behavior, but instead focused on how to decrease overall risk and create a culture of responsibility in the chapter. Alpha Omicron Pi developed a comprehensive approach including bringing in OFSA and the Office of Student Conduct and Community Expectations to speak at chapter meetings, educating members on the conduct and accountability process, holding its own members accountable, and communicating clear expectations and guidelines to members. The panel could see "several leaders in AOII have gone above and beyond to make sure expectations are set, distributed, and held when concerns arise" and they "would hope that as these leaders start to feel more solid ground below their feet, they find ways to successfully lighten their own

individual loads while also ensuring the sustainability of a culture shift by getting as many people involved as possible, whether that's delegated to new identified leaders, or working from a more ground-up approach". The chapter had consistent communication with OFSA this past year.

The chapter should be proud of their shift in approach, as a semester with zero conduct violations after a consistent history of them is not a coincidence and rather a result of the dedication to shared responsibility within the chapter. It is apparent the chapter has succeeded in this area and their 100% member retention is a testament to their approach to engagement and accountability this year. The panel believes Alpha Omicron Pi is **exceptional** in 'demonstrated effort toward prioritization of membership engagement & accountability', a level above the chapter's self-evaluation of above average.

Chapter Development Questions:

- How is the chapter planning to be intentional in creating opportunities for connection when we return to in-person in the fall?
- How can Alpha Omicron Pi ensure continued success with their accountability program?

---

### **Demonstrated effort toward dedication to educational initiatives & chapter priorities**

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*
- *Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.*
- *Chapters should be attending all necessary National/regional/area organizational meetings as required.*

### **Chapter's demonstrated description and justification.**

Our chapter had two visits from Educational Leadership Consultants and we benefited greatly from each visit. AOII's Educational Leadership Consultants encourage open conversation with members in each member class, and offer opportunities to "sit down" and chat at "round tables." Members were encouraged to voice their opinions on the health of the chapter, and were also encouraged to discuss some of the chapter's weaknesses. The members of the Leader's Council (LC) also had many opportunities to meet with the Educational Leadership Consultants and discuss their jobs as leaders in a virtual setting. During the Educational Leadership Consultant's second "visit," formal recruitment was beginning, so she focused on the chapter's shift to virtual recruitment, giving tips and tricks to make the process smoother. She worked with Eloise Trout (VP Membership Recruitment) and Dani Slepak (Assistant VP Membership Recruitment) primarily, making sure the week went smoothly and membership selection went smoothly, too.

As a chapter on disciplinary status, our Headquarters encouraged two Educational Leadership Consultant visits to ensure that the chapter was being adequately supported and provided with sufficient resources to progress and come out of International Probation. Although the aspect of being on zoom was not ideal, our chapter was able to still capitalize on the importance of the messages being portrayed through these visits. Our sisters were eager to participate and share the meaning of our sisterhood here at the Lambda Upsilon chapter. A big part of what we prioritize as a chapter is the idea of progress and continuous growth. Being able to meet with members of the Educational Leadership Consultants helps our chapter learn more ways to support one another, and challenges us to reflect on the status of our affiliation with Alpha Omicron Pi. Leaving these meetings, our sisters are able to grasp a better understanding of our strengths, as well as areas of weakness that need our focus.

With concerns of financial issues that may have arisen from recent difficulties due to the COVID-19 pandemic, there was the ability to receive a reduction in development fees and international dues. This greatly aided those who may have been under pressures related to the pandemic and gave relief in regards to the cost of chapter dues. On top of this, we were able to provide some insight into where the money of the

budget was being allocated, in order to reassure our members of the impact and benefits they receive from being a part of our organization. During a chapter meeting, Dara Fitteron, VP Finance, provided a powerpoint presentation, with the direct correlation to where the money was going, as well as where the reductions in dues were applicable. Throughout this period, members were able to ask questions and receive feedback to address some concerns they or their parents may have had in face of the challenges our chapter has faced in regards to the pandemic. This was beneficial to relieve some of the members' concerns about their contribution to the chapter in terms of dues.

Additionally, members were encouraged to apply for Lehigh Panhellenic scholarships, along with NPC and Alpha Omicron Pi's "Ruby Fund" scholarship, if they were in need of financial aid. For members who were overwhelmed by dues, VP Standards, Emily Frase, and Dara Fitteron worked together to hold standards meetings and create payment plans for the women and their families to ease some of the stress of dues.

One of the crucial events that our Leaders Council attended was a zoom session with Alpha Omicron Pi Alum Andi Quinn. On this call, our council was tasked with questions about our chapter that would help Andi get a better understanding of our sisterhood through discussions. These open conversations had our sisters discussing personal relations to the organization as well as overall aspects of Lambda Upsilon. After answering all of Andi's questions in regard to the impacts Lambda Upsilon has on its campus life and members, she continued her presentation by emphasizing the importance and meaning behind vulnerability. This allowed our sisters to grasp a better concept of the way in which vulnerability is sometimes seen as weakness, and adjust that outlook to show how it embodies characteristics of strength and power. Beginning the shift to perceiving how being vulnerable can be beneficial is a crucial part of how we can provide our sisters with tools to develop growth and strengths. This was a huge educational aspect for our Leaders Council who agreed that our chapter would benefit from having Andi come back and host a similar session with everyone in the Chapter.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Above Average

**OFSA & panelist feedback to chapter for this evaluation area.**

Alpha Omicron Pi understands the importance of chapter development and the impact it has on their success. The chapter leaned on the support of their HQ and alumni advisors to work towards improving chapter operations. The chapter hosted two ELC visits who facilitated conversations with members in each member class, and helped evaluate the strengths and weaknesses of the chapter - each member of the Leader's Council also had an opportunity to meet with them. These visits helped the chapter continue to prioritize progress and continuous growth. The panel encourages the chapter to begin to host these conversations and discussions within the chapter moving forward as well. AOII also hosted an alumni member at their Leader's Council meeting to talk about the importance and meaning of vulnerability and how it can be crucial to providing sisters with the tools to grow and develop. The panel "would agree - we are definitely missing opportunities to be vulnerable and increasing the likelihood that vulnerable interactions can occur will only increase a sense of belonging". The educational development and investment in the Leader's Council is apparent, and the panel would like to see more focus on the entire chapter; "the changes may be more sustainable if there is greater transparency and investment from all members. Perhaps asking for topics that they would like to have a presentation on or discuss in a round table style may allow for a higher level of engagement among the members who do attend, which could result in great agency to continue efforts and create a ripple effect". The chapter could look to collaborate with Lehigh's career center, other Greek chapters, the Peer Health Advisors, or other student organizations. The chapter did a great job at financial transparency utilizing clear communication as a form of support and providing various scholarship opportunities to its members. The panel would have loved to hear about AOII's academic success in their report - the chapter had the highest GPA of the entire Panhellenic community and had over 55% of its members on the Dean's List.

Alpha Omicron Pi proved to be **above average** in 'demonstrated effort toward dedication to educational initiatives & chapter priorities'. The chapter is encouraged to find ways to invest in educational initiatives for the general membership of the chapter to foster shared responsibility and investment in the membership experience which will put the chapter on track to reach their self-evaluation of exceptional. AOII should be proud of the progress in this area over the past year, true change begins with investment into chapter leadership.

Chapter Development Question:

- How can Alpha Omicron Pi bring meaningful programs to the general chapter membership?
- Who can the chapter collaborate with to further educational initiatives in the chapter?
- How can AOII highlight their academic success?

### **Demonstrated effort toward commitment to diversity, inclusion & equity**

Examples could include but are not limited to

- *75%-100% completion of the EverFi Course on DEI.*
- *Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.*
- *Evaluated by-laws and recruitment practices for potential or unintentional bias.*
- *Held conversations with chapter members and/or the executive board using guiding questions from OFSA.*
- *Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.*

### **Chapter's demonstrated description and justification.**

Our chapter accomplished more than 75% completion on the EverFi diversity and inclusion course. EverFi is a fantastic, forward thinking, diversity and inclusion training that our members learned a lot from. It taught our members how to develop an inclusive and respectful environment that produces high morale. Our chapter's high completion percentage was accomplished thanks to the direction of Sydney Sciacia (Panhel delegate).

In addition to that, we are having four Diversity Peer Educators come to our chapter in late April. We intend to have them present an educational workshop with engaging and interactive activities. They have been in contact with Michaela Gualano (Diversity Equity and Inclusion chair) and Sarah Steffens (Chapter President). The diversity peer educators have workshops that cover a variety of topics including combating unconscious bias, which, in March, is something the chapter worked on by revising its bylaws and standards handbook to make sure there are no instances of unconscious bias within our chapter. While that was a start, it is important for our chapter members to know that racism and the issues surrounding it are not just a one and done conversation. We are an actively antiracist chapter.

Alpha Omicron Pi removed all legacy rules when it comes to the recruitment process. This gives the chapter more opportunities for inclusion and less prioritization. It is only fair to be as impartial as possible when it comes to accepting new members. As Lehigh is becoming an increasingly more diverse school, it is important to acknowledge that its legacy has not been the most diverse population. The eradication of the legacy rule creates a more unprejudiced playing field for every potential new member that walks through our door.

Sydney Sciacia (Panhel delegate) and Nina Alamenno (representative of member class '18) worked extremely hard leading up to the 2020 election in getting our members registered to vote. This past November, we are proud to say we acquired 98% voter registration within our chapter. With casting a ballot and registration being inconvenient and tiresome this year, given the current state of the pandemic, we are

proud to have so many sisters who were excited to have their voice be heard.

Our chapter posted official statements on both BLM in May, Pride month in June, and women's history month this March to recognize inequities and pledge to work toward DEI in the next school year. We used our prominent instagram presence to express that our chapter is committed to standing together, actively listening/learning, and educating ourselves on how to be not only an ally but a friend to those who may need us. Our chapter supports all communities and understands that marginalities within them exist. Thanks to Catherine Bird (previous Communications chair) and Margi Brayer (current Communications chair) our social media accounts have been on top of posting about issues that matter in timely and respectful ways.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Above Average

**OFSA & panelist feedback to chapter for this evaluation area.**

Alpha Omicron Pi has committed to being an actively antiracist organization and has done a lot of great work in this area. The panel was impressed by the President's "deeper understanding of the harmful roots of Greek life and potential implications of the same at this point". The chapter plans to host Lehigh's Diversity Peer Educators towards the end of this semester to continue education in this area. AOII also did a bylaw review to find any unconscious bias - the panel recommends the chapter works with someone who could help advise them about how to review policies and practices with an eye towards bias such as some staff in the Office of Multicultural Affairs. Alpha Omicron Pi HQ removed their legacy policy, creating more access and fairness to membership in the organization. The chapter also focused on civic engagement and had an impressive 98% of members registered to vote in the 2020 Presidential election. Additionally, the chapter used its strong social media presence for formal statements in support of Black Lives Matter and PRIDE. The chapter had a 65% completion of the EverFi DEI program, not meeting OFSA's completion requirement of 75%. AOII could look to work into collaborating with some on-campus resources that will help the chapter go even further in this area: the Office of Multicultural Affairs, the Diversity Peer Educators, the PRIDE Center, the Center for Gender Equity, SPEAK, CGC organizations or other student multicultural organizations could be helpful.

The panel believes Alpha Omicron Pi is **above average** in 'demonstrated effort toward commitment to diversity, inclusion & equity'. Through working with their DEI chair on action planning and collaborating with other offices and organizations on campus to bring meaningful programming to the community the chapter can achieve their self-evaluation of exceptional in this area. OFSA is happy to support you in this work!

**Chapter Development Questions:**

- What office or organization can Alpha Omicron Pi collaborate with to continue education?
- What does the chapter want to prioritize in their diversity, equity, and inclusion work going into the fall semester?

---

**Demonstrated effort toward ability to adapt and implement creative and innovative methods**

Examples could include but are not limited to

- *Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.*
- *Created new communication and incentive programs.*
- *Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.*

**Chapter's demonstrated description and justification.**

While the pandemic presented a variety of obstacles to stay engaged with one another and the Lehigh community, Alpha Omicron Pi has learned to adapt to these challenges and implemented many creative and innovative ways to continually stay involved.

We have implemented multiple “bingo board” philanthropy events over the past year. In December, our chapter and Delta Chi teamed up to raise money for the Testicular Cancer Foundation. As a chapter we raised \$930.21 and together we raised over \$13,000.

We recently just finished our T-shirt sale for the Arthritis Foundation. We sold over 100 T shirts and got over 100 donations. We promoted t-shirt sales via social media and directly contacted different Greek Chapters and other organizations on campus. Olivia James, our philanthropy chair, worked on coming up with the design of the t-shirts as well as creating the fundraiser on CrowdChange. She worked hard to promote the fundraiser in various ways and together, as a chapter we raised over \$2,273. This would not have been possible without the support and work from each of the members. Alpha Omicron Pi is currently planning on hosting another virtual philanthropy event with Alpha Tau Omega. We are planning on doing an incentive fundraiser to donate to the Non-Hodgkin Lymphoma Research Foundation.

Currently, we are preparing for Lehigh University’s annual Relay for Life as chapter members sign up and donate to the American Cancer Society.

In preparation for recruitment in the spring, we had to learn how to use, organize and facilitate recruitment virtually. Recruitment was held via zoom and it took a lot of work to ensure that things ran smoothly. Eloise Trout and Dani Slepak (VPMR and Assistant VPMR) spent months planning recruitment and learned how to move everything online. The week before recruitment we hosted a virtual mock recruitment with another chapter, AOII at Seton Hall. This event really helped us prepare for rush. It allowed us to practice talking to other women, and helped us use zoom, specifically moving into breakout rooms and transitions in between videos and speeches. This event also allowed us to connect with another chapter of AOII. While the pandemic has left us feeling disengaged and isolated, this event enabled us to meet more of our AOII sisters that we would not have met otherwise.

While we learned to navigate zoom during recruitment, we also used it to host a Virtual Bid Day. Margi Brayer and Catherine Bird created a Bid Day Video that was played for Member Class ‘21 after they opened their bids. Our theme was “Candyland” and we all dressed in the theme and logged on to zoom during Bid Day. Everyone went around and introduced themselves, where they were from, what year they were, and a fun fact about themselves. In addition, everyone took a buzz-feed “what type of candy are you” quiz, which was another fun activity to do. While we wish bid day could have been in person, doing it virtually still allowed us to connect and meet our new sisters and was a fun way to celebrate them becoming a part of AOII.

In efforts to bond and become close as a chapter MC ‘21 and MC ‘20 started doing zoom hang outs. We would all log on to zoom and play “hot seat” and other “get to you know you” games. These creative ways of getting to know each other, while all virtual, have allowed our sisterhood to strengthen, especially between our youngest member classes. Now more than ever, we understand the importance of engaging with one another and staying connected. Technology and zoom has allowed us to still form a strong sisterhood and bond.

A challenge our chapter faced was trying to make chapter meetings more engaging and fun. We started doing the “Giving Key” each Monday during chapter, something that we used to do in person during chapter meetings. One person will nominate a sister, and then the following week that person will get to nominate someone else. We wanted to come up with a sisterhood event that would give recognition to a sister who stood out this week, overcame something, accomplished something large and made a really positive impact on the chapter. The Giving Key adds something fun to do during chapter meetings and continues to strengthen our sisterhood.



Another creative and innovative way we have continued to bond as a chapter was the creation of GroupMes over the original Quarantine period. We started GroupMes for just about everything. There is a GroupMe specifically for sending in funny TikToks, different self-care products and activities, clothes, BacheloretteMe (where we talk about the TV show), a PollsMe where we send in random, silly polls for people to answer, and most notably QuarantineChefsMe, where our members send in photographs of meals they have made while at home with their families or roommates. These GroupMes and other forms of social media have allowed us to continue to bond and form relationships within the chapter. Even the small act of sending a poll and having people respond makes it feel like we can still engage with one another even though we can not all be together in person.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Alpha Omicron Pi did a wonderful job adapting to the changing circumstances of the past academic year and was able to easily adapt chapter operations. The chapter spent months planning for a successful recruitment and hosted a mock recruitment with another AOII chapter on a different campus to practice to have a smooth recruitment experience for PNMs - this collaboration with another chapter is a great connection for collaboration and should be considered a best practice. The chapter again was able to highlight their virtual sisterhood experience with their bid day programming and GroupMes to keep members connected. Again the panel emphasized "the flexibility and openness needed to shift to a different method that works better than previous interactions is actually very sophisticated, as I've seen many groups attempting to force what has always been done without any flexibility to a different situation, and finding themselves incredibly exhausted and discouraged". The chapter's Giving Key program was a great way to highlight and motivate members during chapter meetings. AOII's philanthropy work this past year was truly exceptional - the chapter proved you do not have to be in-person to do meaningful work in this area. They collaborated with a fraternity to collectively raise over \$13,000 for testicular cancer, raised over \$2,273 for their own national philanthropy through shirt sales and donations, and collaborated with another organization to raise over \$2,500 for non-hodgkin's lymphoma. Collaboration is clearly a strength of this organization and the chapter should continue to do this in the future. The panel encourages the chapter to engage in more service work through the Community Service Office to further make an impact on the local community.

The panel believes Alpha Omicron Pi is **exceptional** in 'demonstrated effort toward ability to adapt and implement creative and innovative methods', a level above the chapter's self-evaluation.

Chapter Development Questions:

- How can the chapter work with the CSO to engage in service efforts to compliment their excellent philanthropy work?
- Can the chapter work to engage alumni in its day-to-day operations?

---

**Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members**

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*
- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*

- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

**Chapter’s demonstrated description and justification.**

While our new member education was different this year, we were able to maintain many of the traditions of the process. Two weeks after bid day our chapter held a virtual pinning ceremony to officially welcome our new members in the new member period of their AOII experience. This is normally an in person ceremony that we have adapted to be virtual. After the pinning ceremony our new members began their weekly new member meeting to learn about the history, values and what it means to be an AOII. All of these meetings were attended by the New Member Educator, Jacqueline Fales and an Alumnae Advisor. In addition to this, CP Sarah Steffens met with the new members weekly to ensure everything was going smoothly. The most important part of the new member period is making sure each new member feels comfortable and is enjoying her new sisterhood experience, while being safe and smart in regards to COVID-19.

The aforementioned GroupMes that the chapter created allowed the new members to integrate into the chapter and feel like they are a part of things, even though the majority of them have not met the current members live. During the pandemic, LC was faced with a particular challenge to maintain the values of our chapter while being responsible and safe. Luckily, our council took this as an opportunity to create a culture where open communication is valued and each member has a voice. The creation (and constant activity) of the chapter’s GroupMes is an integral part of the AOII experience, which seems trivial, but in a world where virtual is all we have sometimes, this connectivity goes miles.

Each new member activity was virtual, as going through the CEAG was a challenge, but our new member educators made sure to keep the new members engaged and interested in their activities and lessons. AOII redid our initiation ritual to make it an interactive and virtual experience. It took our headquarters the whole summer to make sure it was still meaningful and impactful. This was the second time that our chapter has had to initiate our new members over Zoom. We were able to take what we learned last year and apply it to our initiation this year. The majority of initiated members and the majority of our Alumnae Advisory Committee were present during initiation to support and welcome the new members into our sisterhood. The ritual aspect of Initiation was not unlike years past, maintaining its importance and unique nature even over Zoom. The new member educators (Jacqueline Fales and Lilly Krahmer) made sure the ritual went well, as did Keeper of the Ritual, Lizzie Benjuya.

There were no deadlines that our new member educators missed, strictly adhering to the new member plan they submitted to both Headquarters and the University. We all know how deadlines are easily missed in a virtual setting without physical reminders, but AOII’s new member educators made sure to turn in their plans in a timely manner, especially since our International Probation terms place emphasis on new member education.

Founders’ day is scheduled for April 12th during a chapter meeting, with special visits from AOII alumnae and different advisors. This celebration was spearheaded by Meghan McCabe, Alumnae Relations Chair, and she has made sure that the chapter stays engaged during the presentation, providing trivia and games throughout the PowerPoint.

Despite our status, AOII has made incredible strides in the past year to adapt to the “new normal,” and is looking forward to continuing this growth and progress while hopefully reintegrating into in-person life.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

A panelist summed up Alpha Omicron Pi's work in this area well; "It seems like the group made exceptional efforts to on board students virtually despite being quite different from what they had been used to. Recognition of difficulty attending to and completing assignments that are completely virtual, followed by a successful completion rate without missed deadlines is impressive". The chapter was able to maintain the same quality of new member education and made new members feel accepted with a sense of belonging right away. New members learned the values, history, and what it means to be a member of AOII and were able to experience all rituals (like pinning ceremony and initiation) virtually. Having alumni and the chapter president engage with new members on a regular basis show the chapter's investment in new members as the future of the chapter. Alpha Omicron Pi emphasized the importance of creating a culture where open communication is valued - something that will absolutely set the chapter up for success in the future. It is commended that the chapter found ways to connect new members and current members together with Zoom events and GroupMes.

The panel believes Alpha Gamma Delta is **exceptional** in 'Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- What new practices from the most recent new member education program can you integrate when there is an in-person experience?

## Chapter SWOT Analysis

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.

*This section will not directly impact the overall evaluation rating.*

Chapter's provided response in text boxes below:

<p>Strengths:</p> <ul style="list-style-type: none"> <li>• Member retention</li> <li>• EverFi completion</li> <li>• Sense of sisterhood</li> <li>• Risk management (as of spring 2021)</li> <li>• Alumnae Support</li> </ul>	<p>Weaknesses:</p> <ul style="list-style-type: none"> <li>• Risk management (fall 2020)</li> <li>• Virtual adaptation</li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>• Furthering risk management</li> <li>• Working on virtual events</li> <li>• Chapter Educationals</li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>• Covid-19</li> <li>• Deferred Dissolution</li> <li>• International Probation</li> </ul>

## OFSA & panelist feedback to chapter for the SWOT Analysis.

Alpha Omicron Pi was able to reflect on their work this year in their SWOT Analysis. The panel was surprised to see virtual events in their opportunities and weaknesses "because it actually feels like something they've done very well (although it doesn't look the same as it may have previously looked)". The chapter is encouraged to explore how virtual events can be utilized as an asset moving forward and to explore opportunities to collaborate with other organizations. AOII has done a great job using the identified threats as a way to prioritize chapter priorities and operations and should continue in the work to maintain their strengths.

---

## Concluding Summary

### **Overall evaluation rating. [Exceptional, Above Average, and Average]**

Exceptional
-------------

### **OFSA concluding summary.**

<p>Alpha Omicron Pi has had difficulty the past few years and it would have been easy for the chapter to give into the difficulty of what seems like an impossible task of culture change - culture change requires consistent hard work, dedication, and commitment to the betterment of the chapter and will not occur overnight or even over the course of a year. This chapter has stepped up and taken on the challenge and has made immense progress within the past academic year. It is not a coincidence that the chapter developed a clear, actionable accountability plan and then experienced no conduct or behavior issues moving forward. Alpha Omicron Pi should be extremely proud of their efforts this semester as they have clearly paid off - it is without hesitation that AOII is given a rating of <b>exceptional</b> for the 2020-2021 academic year. It is imperative that the chapter continue to have the same level of investment in the chapter, leadership, and general membership for the sorority to continue to succeed on campus. OFSA will happily continue to work with the chapter to continue improving.</p>
--