

## 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:

Chi Psi

### Assistant Director:

Olivia Miller

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### 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

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### 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.**

Within the category labeled "demonstrated effort toward prioritization of membership engagement & accountability", our chapter during the 2020-2021 academic year has assigned a rating of exceptional. Given the circumstances and nature of a virtual academic year for most members in the chapter, providing an outlet for membership engagement and accountability was a high priority. It was important to the chapter to maintain a high-level of engagement from all members to simulate the relationships during normal in-person academic years.

Firstly, with many members studying remotely, a common weekly occurrence has been multiple Zoom events. Members were provided a weekly calendar of various different virtual meetings, games, events and so on which provided a great sense of brotherhood and fun outside of the classroom. More specifically, members often found themselves participating in virtual dinners, which allowed members to unwind and relax with friends after a long-day of classes and academic related work. Other virtual events the chapter hosted throughout the week included: card games, chapter meetings, and movie nights to list a few. All in all, the chapter's weekly virtual meetings and events have proven to be one of the most important aspects of our member's engagement throughout the virtual 2020-2021 academic year.

Secondly, the virtual 2020-2021 academic year provided an opportunity for the chapter's standard board to fully re-evaluate the expectations we hold our chapter to through Covid-19. The chapter's standard board communicated openly and effectively to the members in the chapter regarding policy change due to the nature of the year. One of the many policies that was communicated was how members on-campus or in the local Bethlehem community must be accountable not only for themselves, but for other students and citizens in the area. One of the chapter's main priorities in the 2020-2021 academic year was holding members accountable with Lehigh University's Covid-19 guidelines and plan. Members within our chapter were held to a high standard: members were required to follow the schools Covid-19 guidelines and excel in adhering to those guidelines. In limited instances in which members were found responsible for violating policies set by the chapter along with the school, those members would be held accountable by explaining how they could improve in the future. Our chapter's revision and implementation of new policies to adhere to Lehigh University's Covid-19 plan is another reason why our chapter has given this category a rating of exceptional.

Thirdly, another important asset of our chapter's excellence in this category has been our response to OFSA emails promptly within the required deadlines, which has shown a high level of efficiency within our

chapter's leadership roles. However, this statement is not including response delay experienced over winter break to OFSA emails due to internal leadership transitions within the chapter. As a result, the chapter believes that the delay in response over winter break is not an accurate reflection of our chapter's internal leadership.

Additionally, an integral aspect of this virtual academic year has been our chapter's emphasis on brotherhood between all separate years of members. In previous years, members have been able to feel a strong sense of brotherhood due to in-person connections with other members. Our chapter has always prided itself on being one singular brotherhood, despite members in various different grades or ages. With that being said, replicating that same feeling of singular unified brotherhood this year has been challenging, but rewarding. Our virtual events provided a great opportunity for our younger members in the chapter (Class of 2023-2024) to become close with older members. As mentioned previously, the chapter hosted a wide-array of events in which members of all grades were encouraged to attend. Hence – members in all grades became closer and closer as the year progressed. Our chapter's vision of brotherhood is important and having the opportunity to create a strong sense of unity in a virtual year has been a rewarding accomplishment for all members. Regardless of age, members are comfortable speaking with one another and finding shared interests or hobbies amongst other members.

Ultimately, the 2020-2021 academic year has provided an array of challenges for all members of the Lehigh community, not only our chapter. Given the challenges presented, our chapter's ability to retain a strong purpose of engagement and accountability has been exceptional. Despite members losing many in-person relationships, our ability to not only engage the members but create a sense of brotherhood within our chapter will be very beneficial for years to come. Through holding members accountable and implementation of a chapter's Covid-19 plan along with a school Covid-19 plan, we have executed a successful plan to keep members in our chapter safe along with members in the community.

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

Average

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

Chi Psi was very intentional in finding ways for brothers to connect throughout the past academic year. The panel believed "your weekly calendar of virtual events that were varied was a strength", this calendar included virtual meetings, games, and other events - they would have liked to see an example of the calendar submitted as supplemental material. There were some great virtual events like dinners, card games and movie screenings. It is also commended that the chapter continued to host chapter meetings virtually. The panel would like the chapter to engage with others as a group rather than just within the chapter - there is an opportunity to connect with other Greek organizations, campus organizations, and offices on campus that can promote brotherhood and connection. Additionally, they would like to see how Chi Psi intentionally engaged brothers of all member classes - specifically new members and seniors. The chapter showed a clear re-evaluation of member behavior and the chapter's accountability process and the panel believed that "your recent emphasis on holding members accountable to the COVID-19 protocols and standards is timely and critical" and noticed the drastic difference in conduct violations from the fall to spring semester. Chi Psi credited open and effective communication of COVID expectations and policies to its membership for this change and further emphasized they would hold individual members responsible if the organization was found responsible for violations. The panel challenges Chi Psi to think more critically about their role in accountability, as the panel was concerned in the chapter's lack of ownership when talking about their violations of safety protocols during a pandemic. Thinking past COVID, a panel member said, "I am wondering how you plan to sustain member accountability outside of the COVID-19 realm of potential problems. It appears that you have gotten multiple incident summaries regarding alcohol and underage drinking. This is a problem that your chapter faces regardless of the fact that COVID-19 was/is around. How are you addressing member conduct in the longer term? What are your plans for addressing these risky behaviors?". The work Chi Psi has done thus far in their accountability process review can help them integrate their plan as the chapter moves to return to campus. In reflection on the chapter's Disciplinary Deferred Dissolution status, the panel would have liked to hear more about long-lasting changes the chapter

plans to make to ensure the future success of the chapter. The chapter can work with resources such as their OFSA, faculty, and staff advisors to create a clear, actionable plan to address these issues. Chi Psi acknowledged a slip-up in communication with Lehigh and has since greatly improved and actively uses OFSA as a resource. Additionally, “their recent work and commitment to their national fraternity as a resource seemed to truly help them to get on track in fulfilling their purpose on campus”.

Chi Psi has laid a foundation that will help their future success in this area. The panel believes it is essential that the chapter continue its work in developing its internal accountability process and sense of oversight moving forward - the strides the chapter has made should be commended, and the work must continue to see a cultural shift in the organization. The panel has assigned Chi Psi a rating of **average** in ‘demonstrated effort toward prioritization of membership engagement & accountability’ - they believe the chapter must continue to make strides in order to meet their self-evaluation of exceptional in this area. Chi Psi should continue to capitalize on using OFSA and their HQ as a resource in this process.

Chapter Development Questions:

- What specific actions can the chapter continue to take to hold its members accountable?
- What does the chapter identify as areas of improvement when it comes to accountability and safety protocols?
- How can chapter members actively contribute to change in the organization?

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### **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.**

In the category “Demonstrated effort toward dedication to educational initiatives & chapter priorities”, our chapter has given ourselves a rating of above average. As the house with one of the highest grade point averages on Lehigh’s campus, we take extra action to ensure that each and every brother is succeeding within the classroom. Although the COVID-19 pandemic has made the educational environment on our campus and within our chapter much different, we have done all that we can do to ensure success for our brotherhood. We emphasize that our classes come first and they will always be the top priority within our house.

We do several deeds to make sure that each brother is succeeding in the classroom to the best of their ability. One of these deeds is that we have older brothers tutor younger brothers in classes that they have already taken, so that the newer members can learn from the older brothers. This helps the younger brothers to learn their classroom material efficiently while simultaneously building a stronger relationship with their older brothers. For instance, one of our brothers conducts weekly zooms for students in calculus I, and the brothers that he has tutored have shown great success throughout their time studying for this class. Tutoring within our chapter is beneficial for both educational and social purposes, and will continue to be an often occurrence that we promote.

In addition to having older brothers tutor younger brothers, we also hold occasional zooms in which seniors teach the younger brothers good study habits. It is difficult for one to transition from high school to college education, especially at a university with academics as rigorous as Lehigh. With the older brothers mentoring the younger brothers on how to handle themselves in an environment with university level education, it eases the process of adaptation for the younger brothers in our chapter.

While the tutoring sessions held on zoom are very beneficial to this chapter, we also hold study sessions with brothers that share classes often so that they can learn from one another and work through the

classes together. Online school is hard enough on its own as it is, and doing it without the help of one another would very likely result in a poor grade point average and a lack of learning material for all. By working together, brothers are able to intake knowledge from one another and essentially combine forces to get through their classes. Brothers do not work together on exams or any other assignment in which outside resources are prohibited, and if a brother were to do so they would be reprimanded strongly and would refer to our two-strike policy. Brothers only work together to study, learn from one another, on homework assignments, and anything else where teamwork is beneficial and breaks no rules. Our chapter has built itself upon strong relationships between each of us brothers, and helping each other academically is just one more way in which we maintain this strong brotherhood and continue to build it up.

Although the older brothers try to mentor the younger brothers and each other as much as they can, academics this year have certainly been a struggle in their own right due to the fact that we are stuck in a pandemic with remote learning. While the process of adapting from high school education has not been easy for the newer brothers, the process of adapting from in person learning to mostly remote learning has been very difficult for all of us. A lack of in person interaction can make learning much more difficult, and can also make us less motivated. Despite this, we strongly encourage one another to be on top of our studies as much as we can, and we hold a promise to each other that we will get through this pandemic together as one brotherhood.

Our chapter hopes to persevere through virtual learning as a result of the COVID-19 pandemic and succeed in the online classroom. We are extremely excited to be returning back to in person classes next semester and cannot wait for what is to come for us all this fall. Being able to hopefully live in the house with one another and learn from each other in that setting as opposed to through a zoom meeting would be incredibly helpful for us all, and would also be a much more enjoyable experience. All in all, our rating of above average is a product of our chapter's emphasis on academic importance, despite the struggles that the online setting may yield.

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

Average

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

Chi Psi excels in academic excellence; they have consistently been placed high on the GPA list, most recently having the highest GPA of all IFC fraternities. The chapter has a program in which older brothers tutor younger brothers in classes they have already taken - most recently a brother held weekly Zoom sessions for members in Calculus I. Chi Psi also facilitated Zoom study sessions and programming around good study habits. The panel also believed the chapter's "open door resume/job/internship policy is very beneficial to the chapter because it allows younger members to reap the benefits of older brothers in terms of their career development". Chi Psi's pride in and commitment to strong academic success and their high GPA should be commended. The panel "did not see many other priorities that were focused on during their report" and was "hoping to learn about the educational initiatives the chapter created and delivered regarding social issues or other areas important to the brotherhood". The chapter did not touch on any of the guiding examples provided in the Year End Evaluation Report, so it is difficult to evaluate the chapter fully in this metric. The chapter has made a significant effort to utilize HQ and OFSA as a support system and should continue that relationship while pursuing others that can further advance the brotherhood. Educational initiatives and chapter priorities include any efforts that chapter has made outside of traditional academics such as: professional development opportunities, collaboration with other organizations and offices, programs put on for the chapter, financial responsibility, attendance at leadership seminars put on through HQ, and engagement with alumni. The panel "encourages you to utilize more campus resources" such as the Center for Academic Success, Peer Health Educators, Diversity Peer Educators, IFC, OFSA, Lehigh Career Center, University Counseling and Psychological Services, among others - the chapter can think about the needs of brothers and cater programming to the interests of members. They would also like Chi Psi to reflect on the chapter's priorities through goal-setting and action plans which are "critical for keeping up with the pace of other groups".

The panel believes Chi Psi is **average** in 'demonstrated effort toward dedication to educational initiatives & chapter priorities'. Due to not addressing any of the examples or guidelines given to the chapter in the section the self-evaluation of above average in this area cannot be considered.

Chapter Development Questions:

- What campus resource can Chi Psi bring into a chapter meeting?
- How can Chi Psi engage its alumni more in its operations?
- What are Chi Psi's priorities, goals, and action items for this upcoming year?

### **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.**

In the category "Demonstrated effort toward commitment to diversity, inclusion & equity" our chapter has given ourselves a rating of above average. In our brotherhood, we make diversification a priority. We participate in many events that promote diversity, and we ensure that we rush students that are racial/religious minorities. In this day and age, any sort of segregation or exclusion is completely and utterly unacceptable, and there is absolutely zero toleration for any sort of it. Our brotherhood is made up of people of various different backgrounds. We emphasize that we will never judge a brother or rush based on the color of their skin or background. All people are equal, and nothing about this changes within our fraternity.

We hold many events to promote diversification. One fun activity that we do is we hold biweekly zooms to talk about where each of us are from, our family background, and heritage. Through this, we learn a lot about each other as brothers. A few brothers each meeting will present a powerpoint or presentation of choice to express how his family got to where they are today. Brothers with families from upwards of 20+ countries have shown their heritage and educated us about their cultures. Learning about one another's cultures greatly promotes diversification throughout Chi Psi and creates a stronger brotherhood between each of us.

Another event that we hold is we hold fundraising for BLM. Black Lives Matter is an organization whose mission is to "eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes". Through the likes of social media platforms such as Instagram, Snapchat, and Facebook, we are able to raise awareness and money for Black Lives Matter so that they can proceed with their agenda to advance against all hate. All brothers of this chapter are strongly encouraged to attend zooms for Black Lives Matter whenever they can to further educate themselves on the matter. Any racist action by any brothers in this house will absolutely not be tolerated and cause their brotherhood to be rescinded immediately. Black Lives Matter and the movement against racism is extremely prevalent in this day and age, and it is the duty of us brothers to enforce the importance of it among each other and among our surrounding community.

While we support the movements for equality of races and religions, we also support the movements for the equality of all sexualities. We are accepting of all sexualities, be it straight, gay, bisexual, or transgender. We have LGBTQ+ members initiated into this house in addition to our initiated brothers that are people of color, making our fraternity quite diverse. One of our brothers holds monthly zoom meetings that

he encourages everyone to come to where he explains his sexuality and the challenges that he faces as a result of it within society. Through these meetings, us brothers better understand the common struggle that members of the LGBTQ+ community face, and we will tolerate none of that segregation within our house. Equality among sexualities is just as important as equality among races and religions, and we ensure that every brother in Chi Psi understands this.

While our chapter has been doing what we can to promote diversity, it has been extra hard this year due to the COVID-19 pandemic. While we have held many virtual events that were previously touched upon to promote the spread of hate against all races, religions, and sexualities, we have not had many of the in person events that we had hoped to have due to the unfortunate circumstances we have been thrust into. We were looking forward to hosting many in-person fundraisers this year, as well as several other awareness spreading events, but we were not able to host them because our safety and the community's safety comes first. We look forward to the coming years in which we can carry out some of these plans. For the time being, however, we will continue to host zoom events that honor each brother's backgrounds in order to get closer to one another.

Our chapter hopes to raise awareness all around Lehigh's campus here in Bethlehem as well as beyond it to ensure that our community is free of any racist intentions from anyone residing within it. Any form of hate within our house is completely and utterly unacceptable, and we make sure that there is no room for it. All in all, our rating of above average is a product of our chapter's emphasis on the well-being of our new members.

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

Average

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

Chi Psi has expressed a commitment to diversity, inclusion and equity in its chapter. The chapter utilized social media to raise funds and awareness for the Black Lives Matter movement. Chi Psi also said they are a fully-inclusive organization that recruits solely on values. The chapter held bi-weekly Zoom sessions for brothers to share their backgrounds and heritage in which a few brothers share a PowerPoint about their lives - the panel appreciates the effort to have members present their backgrounds and wants the chapter to explore the differences between culture and diversity. Chi Psi did not touch on the guiding points and examples given in the Year End Evaluation report. The chapter had 41% of chapter members complete the EverFi DEI online education module - significantly lower than the 75% OFSA requirement. Additionally, the chapter did not host or collaborate with any offices on campus or any other student organizations to support a diverse membership. The panel believes it is essential that Chi Psi reaches out to and collaborates with resources like the Office of Multicultural Affairs, the Center for Gender Equity, the PRIDE Center, the Diversity Peer Educators, CGC Organizations and other campus cultural organizations to help educate its membership; an educational component combined with their fundraising and awareness efforts on social media could prove meaningful and effective for the chapter. The panel did appreciate Chi Psi's efforts to extend their work to the LGBTQ+ community and value the brother who has taken that lead - the panel also wants the chapter to keep in mind that this is only one narrative and could lead to burnout and limiting the educational process; this in partnership with collaboration and educational programming could be even more beneficial. Additionally the panel "would like to see your group look internally at by-laws and recruitment practices to understand how potential biases may be at play". Chi Psi is encouraged to work with OFSA to create a plan for improvement in this area.

The panel believes Chi Psi is **average** in 'demonstrated effort toward commitment to diversity, inclusion & equity'. Due to not addressing any of the examples or guidelines given to the chapter in the section the self-evaluation of above average in this area cannot be considered. I look forward to working with the chapter to create an action plan to integrate this into Chi Psi's chapter operations.

**Chapter Development Questions:**

- How can Chi Psi utilize the new DEI position required by IFC to help the chapter in its efforts?

- What offices can Chi Psi collaborate with on educational efforts for its brothers?
- What would a DEI action plan look like for Chi Psi?

### **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.***

Covid-19 has definitely taken its toll on the fraternity process but that did not stop us from adapting and innovating to be able to be the best fraternity that we can be. When we were tasked with fundraising we immediately thought of nanas gifts. With many of us in Chi Psi being from New Jersey this was something that hit home for a lot of us. Nanas Gifts is a foundation with the purpose of getting gifts to all children in North Jersey who were not fortunate enough to receive them without aid. Collectively we raised great amounts of money that we ended up donating to Nanas Gifts which paid for gifts for many children. We raised this money through reaching out to our brothers who in turn reached out to family and friends, once they heard the great things that Nanas Gifts were doing they immediately donated. We also held zoom calls with other students that attend Lehigh and had them pay us for us to do whatever they wanted. One of our brothers volunteered to do a backflip for a 200 dollar donation. On top of that we also were able to collect over 150 gifts ourselves which we gifted to the foundation.

Covid-19 also was rather detrimental to truly getting to know our freshman so we decided to host many virtual gatherings which would allow us to bond with them during these tough times. We found the best way to get to know everyone was hopping on zoom, and learning fun stories about people's past and where our new brothers were from. We also learned all their majors to better help each other out with studying and what to expect for their future at Lehigh. In these virtual hang outs we also played games that we found online that were able to bring people together. These games involved some kinds of riddles and even scavenger hunts that made people work in teams.

Not being able to meet in person to discuss everything that brotherhood is definitely was hindering our bonding process. To work around that, we switched from text group chats to other messaging systems such as GroupMe and Snapchat. This allowed us to get messages to the whole fraternity at once. We've found this to be the most effective way to communicate throughout the semester.

Once we learned those things about our fellow brothers we were able to form groups that would better help us get to know each other. A few examples of these groups were the circle of fifths, the movie committee and the crypto committee. I know that I would find myself frequenting these often. The circle of fifths for example was a group of kids that genuinely enjoyed music and everything that it offered. We would join a zoom call and each brother would say their song of the week, we would then vote and the best song would be played over the zoom. The movie committee was a fun one as well, in which brothers would pick a movie and then live stream it through the zoom so we all would be able to watch it together. I found this to be one of the better bonding experiences that we had throughout the zooms because it gave us something to talk about afterwards. The last committee that I found to be the most rewarding was the crypto club. In our increasingly technological world, finding ways to make money together in new ways was very interesting. The crypto club had us scounering the web for new information and different coins that were coming about. We also are going to use a portion of the money made to donate to a foundation that we have yet to choose. The person that has gained the most by the end of the semester is going to pick.

The more playful committee enabled us to settle down and let the freshmen have a lot of freedom. Every week, we would set aside time for our brothers to spend watching tv, and playing video games. This was hard to do with all of the covid restrictions but we found small groups that were able to meet and play together. We would rotate the groups everyday as well. Being able to have some down time with the brothers allowed us to get to know each other more. Throughout the week, we would also let the brothers know about

upcoming events and what the future of this fraternity would look like. All in all, our rating of exceptional is a product of the time allocated to allowing the implementation of creative, fun methods that allowed brothers to bond among one another.

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

Above Average

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

Chi Psi did a great job adapting to the changing times of the 2020-2021 academic year. They were able to shift their brotherhood activities to maintain strong connections with brothers and used this same philosophy recruitment as well. The panel noticed that "The chapter showed perseverance through the virtual recruitment process. They came up with new ways to engage PNMs without the use of partying. They made true efforts to create organic relationships with freshmen and didn't just skate by with the IFC required events". The panel would have loved to hear a more in-depth explanation of their recruitment activities to better highlight the work done in this area and how the chapter can branch out and recruit potential members outside of common connections. Chi Psi created 'committees' as a way for brothers to further connect this year - this consisted of naming a 'committee' for a common interest brothers have such as the circle of fifths committee, movie committee, cryptocurrency committee, among others. The committees would then be put in GroupMes, Snapchat groups and Zoom sessions to talk about the topic - brothers would choose, share and play a song of the week, pick a movie to stream together, or talk about different cryptos and coins that were making their ways onto the market and how to turn a profit (a portion of which was donated at the end of the semester). The panel "absolutely loved your interest group idea! This is so interesting and creative. It seems like a good way to get everyone involved in something, and to find new commonalities". Chi Psi's philanthropy work this semester should also be commended - the chapter did a fundraiser for Nana's Gifts in which they were able to make a monetary contribution in addition to donating over 150 gifts to children who wouldn't have been able to receive them otherwise. The chapter also planned to organize a South Bethlehem clean-up to wrap up the semester. The panel found the chapter's philanthropy work successful and encourages the chapter to bridge service and philanthropy together as they plan for the fall semester to resume in-person.

Chi Psi proved to be **above average** in 'demonstrated effort toward the ability to adapt and implement creative and innovative methods'. The chapter is encouraged to connect with the Community Service Office to further their philanthropy and service work to directly impact the South Bethlehem community. Chi Psi can also look at their recruitment strategies and see how they can use their virtual experiences to inform their future practice. The chapter is also encouraged to collaborate with other Greek and student organizations in service and philanthropy efforts.

**Chapter Development Questions:**

- How can the chapter bridge service and philanthropy work together?
- What other chapters or campus organizations support a similar cause as Chi Psi and how can they work together to collaborate?
- What are Chi Psi's priorities for recruitment this upcoming year?

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**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.**

In the category "Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members," our chapter has given ourselves a rating of excellent. This section will be dedicated to providing reasoning as to why our chapter has succeeded well in this area; however, it should also be noted that our chapter's emphasis on the success of the new members is extremely high because they are the future leaders of our chapter. With that being said, members within the organization are always eager to welcome the new members into the chapter because of the new friendships and excitement they offer.

Firstly, our chapter's priority with new members was collaborating with Chi Psi's headquarters to initiate members virtually. Although the virtual environment is not the same as in-person, our investment in their success was not altered. Our chapter recognized that due to the virtual constraint of new member initiation, it was extremely important to be involved in what headquarters was doing and how we can best assist their timeline. As a result, our chapter was successfully able to initiate new members on-time and virtually. As mentioned previously, the virtual environment is certainly different from regular in-person activities; however, our chapter focused on various aspects of new members' success to ensure an efficient initiation.

One method our chapter focused on new members and their success was the creation of a virtual platform to communicate with older members and themselves. This messaging platform has been an integral aspect in the well-being of the onboarding process for new members. This platform provided a way for new members to become more familiar with not only other members in their recruitment class – but also members already in the organization. New members were encouraged to attend various virtual events with members such as: game night, sports talk, movie night, meetings, and so on. These events provided a platform for new members to feel the sense of unity within our chapter and experience it for themselves. Additionally, the message platform provided an opportunity for new members to ask older members questions about advice in school, fun activities to do in the area, and find common interests. An important aspect to the chapter is unity between all members, and new members are always an exciting time for previous members to engage with their new members.

Before the new members initiation, our chapter and recruitment chairs outlined and revised a plan to ensure the well-being of new members. This plan emphasized the importance of our recruitment chairs and their communication with OFSA to be as efficient as possible. Once new members were selected to join the organization, our chapter formulated another plan to integrate them as members within the organization. Despite restrictions from Covid-19, the chapter ensured new members will have the opportunity to communicate with alumni through various virtual meet and greets. This was a great opportunity for new members to listen to and hear stories, advice, and friendships made from the alumni and their time with the organization. New members were transitioned to a fully-virtual program; however, had the opportunity to meet and engage with members, alumni, and their fellow new members through various virtual events.

The reason our chapter places such emphasis on the investment of our new members' well-being is due to the fact that our chapter genuinely cares about them. Every member in the organization felt extremely welcomed and supported on their journey from new members to where they are now, and now members are in a position to do the same. As a new member, it may be intimidating for some; however, as a chapter we certainly recognize that because we all once were too. Hosting virtual events and learning more about the new members and things like: where they are from, what home is like, how they spend their free time, what sports they enjoy, music tastes, and so on, has truly made finding friends along with being more comfortable easy. Our chapter hopes that in the future our members continue to emphasize the importance of introducing the new members into the organization as smoothly and efficiently as possible. Having an organization to support you through academics, athletics, and extra-curriculars has made the member's experience in this chapter incredible. New members have the opportunity to experience everything our chapter has to offer, virtually, but will have the opportunity to engage with the members in person in the future. All in all, our rating of excellent is a product of our chapter's emphasis on the well-being of our new members.

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

Average

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

Chi Psi made a strong emphasis on new members being the future of the chapter and how they will be the ones to ensure the chapter's long term success - a great framework to build their new member education plan off of. The chapter made an intentional effort to connect and work with their HQ an immense amount over the past year which can be directly correlated to the areas in which they succeeded this year. The panelists believe that "the group provided many opportunities for new members and initiated members to interact. Connecting virtually with nationals and committing to its support is crucial moving forward". Chi Psi successfully was able to initiate their new members virtually into their brotherhood. The panel suggests finding ways to integrate education surrounding accountability into the new member education process as a proactive initiative so they can be educated early on in their membership experience. The chapter did struggle to adhere to timelines and schedules related to the recruitment and new member process for both OFSA and IFC - the chapter may have missed out on a number of potential members by failing to include their virtual recruitment events on time in the document published to the over 300 interested fraternity potential members.

Chi Psi was able to successfully onboard their Spring 2021 new members and the panel believes they should be assigned the rating of **average** in 'demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members'. The chapter did not touch on their on-boarding process for their Spring 2020 new members who received their new member education in the Fall 2020 semester - it is recommended that the chapter find ways to intentionally engage their Spring 2020 new members. The chapter should find ways to ensure a successful reopening of the chapter house in the fall to ensure members stay engaged and connected. With action planning and programming, the chapter can work towards their self-evaluation of exceptional in this area.

Chapter Development Questions:

- How can the chapter ensure the Spring 2020 new member class continues to be engaged?
- In what ways can the chapter meet potential new members outside of common connections?
- How can Chi Psi integrate accountability education into the new member education process?

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**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:

**Strengths:**

Our chapter of Chi Psi here at Lehigh University continues to thrive due to our many strengths. Firstly, our chapter has a very strong sense of brotherhood, with each and every brother knowing each other quite well and enjoying one another's presence. Secondly, our chapter continues to grow in size each year. Expansion is beneficial because we can get

**Weaknesses:**

We do have our weaknesses. One of these weaknesses is that adapting to virtual learning has been rather difficult. It is a new way of education that none of us are used to, so a period of adaptation will inevitably have some hardships associated with it. Additionally, it is hard to manage people virtually, as hosting events and getting in touch with one another

<p>more things done in our community, and it also allows us to have extra brothers to spend time with. Thirdly, over the last semester, our chapter had zero conduct cases. We will continue to show our maturity both on and off of Lehigh's campus, as policy now is stricter and more important to follow than ever. Lastly, we are a very charitable brotherhood, and once COVID-19 is halted we look forward to fundraising for great causes once again.</p>	<p>only occurs under far from ideal circumstances. Also, the slow transfer of presidencies has not been so easy on the house, as it has caused complications with communications with the university and such. Lastly, family issues have caused the presidency to switch unexpectedly, which caused some turmoil within the chapter.</p>
<p><b>Opportunities:</b> We are so excited for the opportunities to come this fall with COVID-19 likely being essentially eradicated. We encourage all brothers to get the vaccine so that COVID-19 is less of a threat to us and our surrounding community. Being able to learn with in person classes once again will be very beneficial to the house, as online learning has not been ideal. In addition to that, we will be able to hold community service and fundraising events in person once more. While we have been hosting activities on zoom, they can only be so productive when virtual. To top it off, brothers will once again have access to the chapter house, where many brothers will reside, building the brotherhood among one another. The opportunities that a COVID-19 free world will yield is certainly appealing for all of us brothers.</p>	<p><b>Threats:</b> Firstly, it is possible that the world will not be COVID-19 free, which would mean that we may not have access to the house or any of these in-person opportunities that we are so excited about. It is not a guarantee that life will be back to normal by the fall, so we must be wary of this. Also, as a chapter that is on deferred dissolution, we have to ensure that all brothers are being extra cautious and following all guidelines at all times. All it takes is one mistake by a brother to ruin the brotherhood for all. Although these threats may exist, we look forward to the fall semester and the opportunities that it will bring.</p>

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

The SWOT Analysis provided allowed Chi Psi to think critically about the past year. The chapter should be proud of their strengths and successes that they accomplished in the past year - this will be the foundation for continuing to move forward in the future. The chapter should embrace the strong leadership they currently have and use that to catalyze change in the organization. The panel worries that Chi Psi has leaned on COVID as the source of problems with accountability and engagement and "would like to see you dive deeper in your own practices and see what else could be contributing besides the pandemic, and then make some changes". Moving into the fall semester, the chapter should look at the details about the future they envision for their brotherhood and find ways to champion and work towards that vision.

**Concluding Summary**

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

Average

***OFSA concluding summary.***

Chi Psi should be proud of all that they have accomplished this semester - operating during a pandemic is not an easy task. Additionally, during this time the chapter has had to reflect, re-evaluate, and restructure many of its internal processes to ensure the longevity of the organization. Chi Psi was **average** in their operations for the 2020-2021 academic year. Average should not be considered a negative rating, as there are a lot of successes to champion for the chapter this semester and simply making it through this past

academic year shows Chi Psi's perseverance. It seems the chapter is in a transition year, stabilizing after inconsistent leadership and truly tapping into all of the resources available to the chapter like a supportive HQ office, OFSA advisor, and a new alumni advisor stepping in to help out the chapter. Chi Psi should take all of the suggestions and insights given throughout the report by the panel and find ways to begin integrating them into the chapter. This is no small task and cannot be done without the commitment of brothers and support of partners. Your OFSA advisor will work with Chi Psi to break down different areas of opportunity and make implementation of feedback manageable. Chi Psi is encouraged to identify strong leaders in the organization to help spearhead progress and motivate members - keep in mind that leadership is not exclusive to the executive board of the organization and should be something that each member aspires to in various ways.