

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:

Delta Chi

Assistant Director:

Devore McIntosh

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.

Risk Management Policies

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.

<p>On March 12th, 2020, President Simon sent out an email to the members of the campus community and Lehigh families letting us know that Lehigh would be operating in a fully remote environment for the remainder of the semester and foreseeable future. The Delta Chi Fraternity was in shock. Similar to everyone, we weren't sure what to do or how to react. Some of the brothers chose to stay in their off-campus homes, while others who lived on campus were sent home. All of the social, philanthropic, and community service events that we had planned for the rest of the semester were canceled entirely. This left many of the brothers devastated. We had just lost a great deal of valuable time that Delta Chi members would have used to build camaraderie and brotherhood -- something that we take very seriously.</p>
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<p>When it comes to membership engagement and accountability in the era of COVID-19, as a fraternity, we were skeptical about what the future of Delta Chi was going to hold. However, like everyone across the world, we learned to adapt. It started as brothers from all grades coming together to play video games online. We would join calls and play Call of Duty, FIFA, Madden, and other games. We were even successful in setting up and executing an online Fifa tournament within the brotherhood. This playing of video games quickly turned into the decision to host weekly and sometimes biweekly Zoom meetings. These Zoom meetings were for all brothers to attend in order for us to keep in touch over quarantine. As a brotherhood, our biggest fear was drifting apart as friends due to the time we had lost from being sent home. These Zoom meetings were critical in allowing the brotherhood to stay in touch while everyone was spread out across the country. We still host these meetings to this day as it is hard to see all the brothers you want with the current COVID-19 regulations set in place by Lehigh.</p>
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<p>A few membership engagement activities were not solely limited to virtual events. Basketball is a team-building sport that our brothers pride ourselves on and really enjoy playing. We normally play pickup basketball at Taylor Gym during a normal year. With informal indoor gatherings being capped at ten people during the Spring semester, some of our brothers decided to rent out an indoor basketball gym in Allentown, Pennsylvania to partake in a socially distanced shootaround one day a week. Using chapter funds, two basketballs were purchased for the benefit of membership engagement. Because of the huge success of the first shootaround, our brothers continue to do this weekly to maintain a solid level of fitness and exercise while still following the proper safety protocols. A picture from the first time we played is included in the</p>

folder.

We take accountability very seriously at Delta Chi. All of the brothers are held accountable for their actions. With occasional anonymous reports popping up throughout the year, our executive board ensured to proactively hold people accountable and had informative conversations about the risks and seriousness of the virus, as well as shooting down potential efforts of our members trying to congregate in large groups. It is the responsibility of the executive board to make sure that the brothers of Delta Chi understand what the school expects of them, especially in the time of a global pandemic where guidelines are much stricter. Although some brothers may disagree with the COVID-19 guidelines Lehigh puts in place, it is important that we talk to those brothers and make sure they understand that their actions affect everyone, not just them. We recognize our chapter has fallen short during this past semester on occasion, specifically on March 20th when members of our house congregated outside one of our off-campus properties in violation of Lehigh's guidelines which ultimately put our chapter on Deferred Dissolution for the rest of the semester. In the aftermath of this incident, our executive board held constructive conversations with the rest of our chapter to remind everyone of the required guidelines and also that we need to do better as upstanding members of the Lehigh community for the safety of all.

Furthermore, we took all OFSA related emails with required deadlines very seriously and always responded appropriately and promptly. We don't want to make people wait on us. Time is precious, and we firmly believe that making others wait is unfair. In order to communicate with brothers about deadlines and COVID guideline updates, we have a set of GroupMe chats. We have chosen to use this platform as it is available on all phone operating systems; it is imperative that we include everyone in these chats. We take the opinions of every single brother very seriously, and they all deserve to be heard. These chats are organized into specific categories: announcements, critical discussions, and general discussions. The announcements chat is for announcements typically regarding COVID-19 updates based on emails Lehigh sends out to ensure everyone is up to date. The critical discussions chat is for more important problems that need to be discussed. If there is a problem that would be better handled over a Zoom meeting then we are fully prepared to do so. We have had instances where we have needed to make a Zoom meeting to collectively talk about an important topic. The general chat is where any brother is free to talk about whatever they wish and spark engaging discussions.

Before the Spring semester began, we had just elected a new executive board. With the guidance of older brothers who used to be in the positions and using our intuition, we have done a great job keeping membership engagement high and holding everyone accountable while navigating the challenges put in front of us by the global pandemic. Along with weekly Zoom meetings for brothers to talk and catch up, we also have weekly Zoom chapter meetings, held a virtual resume workshop, and attended a virtual workshop on how to be anti-racist. We discuss COVID-19 updates, essential topics regarding the fraternity, and any questions brothers might have during weekly Zoom chapter meetings. The resume workshop was highly beneficial to brothers, especially those in younger classes that maybe haven't created a resume yet. The anti-racist workshop was an eye-opening experience where the brothers learned a great deal about how racism affects society, how to have difficult conversations, and what it means to be an anti-racist. Overall, the brotherhood is very proud of the way we were able to stay a team, have each other's backs, pick each other up whenever someone was down, hold each other accountable, and keep in touch, all while dealing with a pandemic that seemed to put the world on hold.

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

Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Chi seemed to have implemented a great strategy for communicating with their members virtually via zoom and other social media methods, however, it seems as though the best way to engage their members was through sporting tournaments and basketball, something more could have been done on this aspect to

delve deeper. There seems to be a lack of accountability among the chapter as there was no clear standards board for their members during COVID. Nothing from the fall semester is mentioned pertaining to the membership engagement aspect.

Chapter Development Questions & Rating:

More could have been done, I appreciate their game tournaments but there seems to be a disconnect on how to connect with the members.

- What could have been done more to hold members accountable?
- What other engagement opportunities were available for the organization?
- What resources were at your disposal to prepare you for a virtual semester and why were they not utilized?

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 participated in various educational initiatives throughout this past year. Specifically, all of the executive board took part in the Regional Leadership Conference (RLC) led by Regent Gene Dorris. Normally the RLC is a weekend event hosted at one university in Region 9 which is the region we are a part of. This year, due to the pandemic, the conference needed to be hosted virtually. In regard to the RLC, individual training was made available to all six members of our executive board. They actively participated in half-day training sessions during the weekends of February 13th-14th and March 6th-7th. These training sessions were specifically tailored to each position and taught them the proper skills and instructed them on how to effectively fulfill their duties in their respective roles. The actual conference was a full-day event attended by two representatives from the executive board of our chapter on March 20th, President Nate Dean and Vice-President Nick Stotts, as well as our Alumni Board of Trustees President Bill Glaser and Alumni Advisor Vibhu Shakelli. We also got the opportunity to vote on the future of our region, particularly to vote on the newly elected Regent Kenny White and also to decide if certain initiatives should be carried forward and implemented as goals and aspirations for the upcoming year.

We all participated in engaging conversations about chapter operations, risk management, budgeting, and most importantly how to keep our chapters engaged during a global pandemic during the RLC. After learning this valuable information from these training sessions, we were able to actively use the information learned and implement it within our chapter. For example, our risk manager Sean Ellery created additional programming called "F Talks" for our Associate Members. During these conversations, Sean went through the Risk Management resources provided by Delta Chi nationals which include alcohol safety, personal health, mental health, and house safety just to name a few. An attached file called "Risk Management Policies" is included in the folder. These various "F talks" are also documented in the calendar portion of the LUDX AM Process which can be accessed in the folder as well. In addition to these "F talks," Sean also keeps everyone in the chapter updated on COVID-19 positivity rates both within Lehigh and the Bethlehem area using our GroupMe chats. Furthermore, he keeps the chapter updated on required school policy due to the pandemic to ensure everyone is following the guidelines and to keep individuals and the organization in

good standing with the university.

Additionally, the current “A” (president) Nate Dean took part in the “A’s Academy” which was a three-day virtual event hosted courtesy of Delta Chi Nationals. This was an extensive training program that included specific one-on-one training with mentors as well as breakout rooms with other A’s from other Delta Chi chapters around the country. This was a fantastic opportunity to hear from other people in the same position and to hear about each other’s experiences, hardships, and triumphs. This was also a great experience to reflect upon the chapter’s operations thinking about what our chapter does well and what could be improved upon in the future. Some of the same aspects described during these conversations were also discussed in the SWOT analysis below. A large part of the conversation during A’s Academy was how to effectively run a chapter virtually through this pandemic. Keeping recruitment numbers up even though we had to recruit virtually brought a tremendous challenge which our chapter handled well. Keeping members engaged virtually obviously poses its own challenges as well but this chapter prides itself on brotherhood and membership engagement and transitioned to a virtual setting adequately.

One of the more difficult conversations to have with the executive board, specifically, the treasurer and our ABT President Bill Glaser was the price of dues for the Fall semester due to the uncertainty of the pandemic. Dues were cut from \$675 last year to as low as \$145 this year to avoid the possibility of our members becoming inactive. Also, because of the lack of in-person activities due to strict guidelines from the school, we were unfortunately forced to remove certain events that we were traditionally allowed to have pre-pandemic such as a scholarship dinner co-hosted with Gamma Phi Beta sorority and a family barbeque. Events like these are great to recognize achievements of the brotherhood and also to connect and network with others significant to us.

The house ended up going over our budget and we ultimately had to subsidize these expenses using money from savings. We were flexible regarding payments from members who were unable to front the full fee at once because their confidential financial situations were negatively impacted due to COVID-19. There are also financial scholarships offered from nationals which our members may choose to apply to if they are interested.

On a weekly basis, our current president Nate Dean attends all IFC meetings. Our previous president Mike Hurst also attended all IFC meetings last semester. The current discussion in these meetings is mainly related to the IFC Plan outline which is a comprehensive document relating to the new policies proposed by IFC post-pause and pre-pandemic which will be implemented next semester. The pandemic delayed this proposal a full year because of the lack of on-campus activity. Nate also meets weekly with Devore McIntosh who is our chapter coach from the Office of Fraternity and Sorority Affairs. Devore provides the chapter with up-to-date information relating to the university and advises accordingly. Additionally, at the university level, Nate took part in a conversation with other Greek presidents to address issues associated with the pandemic and provided a voice for all of the members in the Greek community related to the negative stigma associated with Greek organizations and how we can move forward to build a positive environment around us for the future. These conversations culminated with a meeting with Vice Provost Nathan Urban to bring our ideas to light and address them appropriately.

Lastly, our chapter stays connected with headquarters (IHQ) through various virtual programs like leadership training for our executive board which was discussed earlier, virtual initiation for our associate members which has now been done for two years in a row, and also a special appearance from Delta Chi’s International President “AA” Aaron Otto who gave a compelling “AA talk” to our associate members about the brotherhood for a lifetime and also discussed what the preamble truly means and how to live it out every day of our lives.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Chi did a great job at attending the necessary meetings set for by their nationals, their regional conferences, and other leadership engagement opportunities. And the chapter did lessen dues for the overall membership experience in keeping members from disaffiliating. Other chapter priorities are missing, especially those dealing with the overall membership experience that seems to have gone missing and we would have liked to see a priority pertaining to the membership experience.

Chapter Development Questions & Rating:

Delta Chi did what they had to do set forth by nationals and attended the regional meeting and other leadership opportunities. But there just seemed to be something missing pertaining to the membership experience in their chapter priorities other than lowering dues.

- Where was the focus on the membership experience as a function of chapter priorities?
- Was the chapter fiscally responsible even though the chapter went over budget?

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.

It is understood throughout the United States that both sororities and fraternities have had a long history of racism and exclusion. Fraternities have been known for being predominantly white with middle to upper-class members. At Delta Chi, we hope to change this stigma that surrounds greek life in order to create a more inclusive and supporting community for everyone around us. Lehigh provides various programming such as an EverFi course on Diversity, Equity, and Exclusion. Throughout the course of this year, over 50% of our chapter completed this specific training in hopes to enhance our education on racial justice and equality for all. Furthermore, in order to be more inclusive to those with a lower socioeconomic status, we work diligently with our treasurer and alumni advisor in order to create payment plans that fit everyone's needs.

With the social injustice that has been happening in our country, many students have been starting to establish Abolish Greek Life organizations that aim to call an end to racism, substance abuse, exclusion, sexism, and hazing. One step that we made in order to combat this stigma and educate the brothers of Delta Chi was attending "Antiracism 101" with Chad Williams and Clara Buie from the Office of Multicultural Affairs. During this workshop, our chapter was educated on what it means to be anti-racist, how to have difficult conversations about racism, and the way that racism affects society as a whole. Specifically, how racism positively and negatively affects the specific actors and groups involved when it does take place. Furthermore, during this workshop, we spent time in breakout rooms talking about what prejudice, racism, and discrimination meant to us. After the breakout rooms we would come together to discuss what we talked

about, and the way we felt about particular topics evident in today's society.

Throughout this course, we were reminded that it isn't just enough not to be racist. You cannot just pretend racism doesn't exist and expect it to go away. All of us, especially those of us in greek life, need to actively be anti-racist. This means accepting that racism exists and actively pursuing educating others on the topic and becoming socially active in stopping it. One aspect of the course that especially stood out to me was at the end of the Antiracism 101 course a question was asked to Chad Williams concerning if he thought that if he thought it was necessary for Greek life to be abolished in order for a university to be considered anti-racist. He explained to us that it is, in fact, not necessary for universities to abolish Greek life in order to become anti-racist. However, everyone must work towards creating inclusive communities where those negative stigmas can be eradicated and where everyone can freely express themselves in a safe environment. Our chapter had good attendance at this particular event, and we look forward to attending "Antiracism 102" scheduled for April 29th, which is the second level programming that the Office of Multicultural Affairs offers. Through additional programming like participation in "Antiracism 102," our chapter plans to continue our conversations and education about diversity, equity, and inclusion. Chad Williams expressed his sincere gratitude to our chapter for our active participation in the programming stating that we were one of the first Greek chapters to reach out and set up this programming. We as a chapter hope to push these initiatives forward to our friends in other Greek chapters both in and out of our own council. We plan to assist in the education of all Lehigh Greeks to dissociate ourselves from the negative stereotypes which do not represent the greater community. Doing acts like this will help our chapter become powerful change agents on Lehigh's campus.

In terms of recruitment, we actively pursue those of all backgrounds and ethnicities. Our new members have also successfully completed the EverFi Diversity, Equity, and Inclusion course like most of the chapter did during the fall semester. Continued integration of programming related to Diversity, Equity, and Inclusion is a top priority for our chapter and we hope to be one of the organizations to take a leading role in participating in these workshops with the help from the Office of Multicultural Affairs.

While our goals and aspirations for maintaining a fair and equitable community are heavily centered around racial equality, this Fall semester posed a particular focus on inclusive political views. We hosted moderated Zoom meetings about the current political climate and allowed for discourse between our members to freely express our particular views before, during, and after the election.

In conclusion, the Lehigh chapter of Delta Chi is committed to establishing practices that involve diversity, equity, and inclusion and educating our members on topics that affect our society. We plan to continue doing this for many years to come.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Chi seems to be trending in the right direction in terms of Diversity equity and inclusion efforts, but there are some areas of improvement that could have been taken. It is mentioned that the chapter has connected with Chad Williams and Clara Buie from the Office of Multicultural Affairs (OMA) and taken the Antiracism course 101 & 102. All of these actions have been spearheaded by former president Mike Hurst which is positive to see former leadership step up and in a new and important role. This is a good step but there is still more work to be completed in this area. What we do not want to see is the burden of the DEI effort fall on one member of the organization but becomes an overall chapter priority.

Chapter Development Questions & Rating:

The self-awareness from members of the chapter to understand that DEI is an important undertaking is refreshing although there are still many more steps to take to be fully competent.

- Has a DEI chair been established in the chapter?
- Have the members who have attended the first two workshops seen the importance or has it been a checkmark of completion?
- What groups or organizations will Delta Chi partner with moving forward to further strengthen the resolve to be more antiracist and have a better understanding of DEI?

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.

Although this has been an unprecedented and unusual year that has not stopped our chapter from holding events to better the lives of our brothers, community, and world as a whole. We started this journey by raising money for the Testicular Cancer Foundation, a prestigious foundation giving education and support for the number one leading cancer in young males. The reason we chose this cause is because one of our brothers had been battling this disease throughout his time in college and has thankfully recovered. To show our support to our beloved brother and all those suffering from testicular cancer we ran a virtual fundraiser collecting money from friends, family, brothers, alumni, and anyone else who wanted to help. This fundraiser was spearheaded by our Philanthropy chair Ethan Samkoff. While our original target was to raise \$2,500, we surpassed this goal after only one day. We were not satisfied. Through our work, we were able to raise an outstanding \$6,618, and since every donation in the month of December was matched by a private anonymous donor we raised \$13,232. Because of these different times, our normal fundraising tactics would not suffice, so we took it upon ourselves to reach out to friends, family, and our alumni network to display the fight our brother went through. The support we received was unconditional. We were not alone in our efforts as we were accompanied by the Alpha Omicron Pi sorority to help raise money for this cause. The success of this event has led our chapter to believe this is an important event that is close to our hearts and will be conducted for years to come.

Even though our first event had more success than we could possibly have imagined, we knew that with our campus influence and outreach we need to do more. That is why when the Gamma Phi Beta sorority needed help organizing and running their Virtual 5K for Girls on the Run we were very excited to help. Girls on the Run is a non-profit organization that supports young girls emotionally and physically while providing them with behavioral and leadership goals allowing them to succeed as they progress through life. Although we could not co-host a traditional 5k run due to the difficulties associated with the pandemic, we were still able to go out and show our support by running in socially distanced small groups throughout South Bethlehem. We were also able to raise \$2,022 for Girls on the Run through donations from brothers, sisters, friends, family, alumni, and advisors.

Another philanthropic event Delta Chi participated in recently was the school-led Relay for Life event. Almost every Greek chapter created a team and joined efforts to raise money for the American Cancer Society. Relay for Life is one of the largest and most successful national events to raise awareness and money for cancer research and prevention. We raised \$320 to contribute to the school's overall total of \$39,391. During the event which took place on Saturday, April 17th, members of our fraternity participated in

both virtual and in-person programming throughout the day.

Delta Chi also contributed to “Caring Hearts Bethlehem” which was a toiletry drive organized by the Interfraternity Council Council. Our members donated \$100 worth of toothpaste, soap, mouthwash, and floss which will go towards those who need it in the Bethlehem area. We are constantly looking for ways to give back to the Bethlehem community to create a more positive and beneficial symbiotic relationship. In addition to participating in this toiletries drive, Delta Chi plans on participating in the “So you think you K&N Dance” competition which will be held on April 25th to raise money for Prevent Child Abuse America.

In terms of creating new communication and incentive programming, our chapter needed to learn on the fly by adapting to the virtual communication difficulties associated with the pandemic. Because of a lack of a chapter house this year, we needed to transition to virtual chapter meetings and learned to communicate on various virtual platforms such as GroupMe, social media, gaming consoles, and Zoom. We needed to get creative to keep members engaged throughout the pandemic. For example, members engaged in virtual poker games using connective applications while on a Zoom meeting instead of playing at a table in a typical setting. Another example would be organizing various gaming tournaments on platforms such as the Xbox or Playstation. These types of adaptations were needed to combat the obstacles associated with the pandemic. While we have found innovative ways to connect with each other through the virtual world, we are looking forward to being able to use the Chapter House next year to have members residing there, and also as a resource to host in-person chapter meetings post-pandemic. As a social fraternity, we are also looking forward to the opportunity to host more philanthropic and community service events when Lehigh begins to open up again next fall.

This semester our chapter had to adapt yet again to accommodate for a virtual rush experience instead of an in-person one. Because of this, our rush chairs Lucas Achman and Henry Eaton needed to come up with creative approaches to meet potential new members. With their lead, our chapter hosted a “Meet the Brothers” event virtually on Zoom. In addition to a “Meet the Brothers” event, we also hosted an “Among Us” rush event where potential new members were able to engage with our brothers by playing a virtual phone game called Among Us. We also created a virtual house tour video to provide potential new members with some sort of idea of what our chapter house looks like and where they will be living in the upcoming year. This was yet another way to recruit potential new members. We successfully recruited 20 impressive new members to join our brotherhood who are now initiated members of this fraternity. This was our best recruitment year since the Spring of 2017. Through this virtual process, our chapter has learned that there are still plenty of opportunities to meet potential new members in a variety of different environments. This semester has posed many incredible challenges which our chapter has overcome with innovative ideas and implemented new practices to effectively manage and maintain this chapter throughout this year

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Chi has done a great job at supporting causes that the members back in terms of community service and philanthropic opportunities and it showed in the funds raised. The only caveat that the panel would add is that the chapter seemed to lack a clear initiative that is a sustained chapter goal, nonetheless, the chapter raised over 16K in philanthropic efforts which the panel commended the efforts of the chapter. Overall, the communication methods met the students where they were at, the platforms outside of zoom are where the students were, and as a chapter that was great to see.

Chapter Development Questions & Rating:

Delta Chi as a chapter did very well in raising over 16k for philanthropic efforts, the only critique is to look in the local community to have more of an impact and solidifying a true effort backed by the chapter to become

cyclical and synonymous with the chapter.

- Has the chapter looked into local philanthropic efforts that they can additionally support?
- Is there an incentive-based system that could be created through maybe or aligned with the chapter's standards board?
- Could the Greek community have collaborated with the chapter and been added to your philanthropic efforts?

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 this year was not a typical year, the Delta Chi chapter here at Lehigh University continued to pursue our process towards becoming brothers of this fraternity. With in-person events being limited to due COVID-19 guidelines, we were able to utilize Zoom meetings and GroupMe messaging to stay in close contact with one another. Throughout the spring semester, we as new members talked with Aaron Otto and Devore McIntosh about what it means to be a member of Delta Chi here at Lehigh, as well as a member of Delta Chi nationally. With Aaron Otto, who is our "AA International President," we discussed the advantages of being a part of a brotherhood and what separates Delta Chi from other fraternities across the nation. We talked about misconceptions about the stereotypes of fraternities, and how Delta Chi is different from that stereotype by analyzing the meaning of the preamble. We discussed the Delta Chi National Convention and how Delta Chi brothers across the country can come together for a weekend and spend time with one another. Throughout the Zoom meeting, we focused on the ideas of universal brotherhood and finding brothers outside of the chapter here at Lehigh. With Devore McIntosh, our OFSA advisor, we discussed the responsibility we have here at Lehigh and all the resources we have available on campus. We talked about living in the chapter house and the responsibilities we have living in the house. Through Zoom meetings and GroupMe messaging, we were also able to talk to current members of Delta Chi here at Lehigh, alumni, and chapter leaders. The current members of the chapter acted as large role models, providing many opportunities for the new members to feel comfortable and safe in a space to learn about the history of the Delta Chi chapter. We kept positive spirits over this time period even with the difficulties of doing everything over Zoom meetings.

The Associate member process, though restrictive in following COVID guidelines, allowed us as new members to create the beginning of an eternal bond with one another. Not only across the Associate Member class did we bond, but with brothers from the past and present as well. Together, we were able to complete this process, coming out as better students and better men. The foundations of the Delta Chi fraternity rely heavily on the formation of camaraderie between new members, and although COVID took some of that away, the end goal was met despite remaining in a virtual environment. Events such as Rock and Candle laid the foundation of the brotherhood through metaphor and discussion, proving the volatility of a fraternity in order to maintain good standing. The event taught us the importance of integrity, and how it is up to us to uphold the values of Delta Chi in order to remain a fraternity on the hill at Lehigh. Other more exciting events, such as the Big Brother Ceremony, presented itself as a milestone and integral part of our

Associate Member process. Though once again held on Zoom, the ceremony was one of the many occasions that felt intimate and celebratory in the process. Having an older brother to rely on for advice and guidance is a great feeling and seemed to cement our place in the fraternity as the process drew to a close. As we learned the history and values of the fraternity, having our brothers by our sides though virtually was a reassuring feeling.

By the end, we as the associate members unanimously agreed that our Associate Member Counselor PJ Walsh and the other Delta Chi brothers did a superb job in our New Member Education despite the obstacles presented by COVID. Getting to know everyone may have proven to be difficult at first, however by the end we as Associate Members felt very comfortable as a part of this fraternity. It was indeed an odd year, however, the brotherhood rose to the occasion in giving us an experience that was informative, fun, and memorable in the month-long AM process. Looking back now as initiated brothers of the fraternity, I can firmly speak for myself and the rest of my class when I say that we came out of the process as better people. The process not only taught us what it means to be a Delta Chi but also how to act like a gentleman. And as the semester draws to a close, we reflect on how we were able to complete this process while still excelling in academics and other extracurriculars. It serves as a reminder of how we as a fraternity are much more than a house of brotherhood. We are leaders, students, athletes, and gentlemen at a school that demands excellence. And as we head into the next semester, in hopefully a better environment, we will continue to remind ourselves of these values as new brothers of Delta Chi.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Delta Chi collaborated well with nationals to onboard their new members and to adhere to the policies set forth by nationals. Tackling various topics that are meant to be thought-provoking for the college students as they enter a heavily stigmatized type of organization (Fraternity). Delta Chi did well in this aspect, and the utilization of the zoom platform gave the ability for members to meet potential new members from across the country, heightening the significance of joining the organization.

Chapter Development Questions & Rating:

Delta Chi did a fine job at onboarding their members with little to no issues, Delta Chi often utilized their alumni for support as well as OFSA when in need.

- What takeaways from a virtual new member experience will the chapter use moving forward?
- What support could be provided from the OFSA when it comes to new member education?

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:	Weaknesses:
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<ul style="list-style-type: none"> • Strong united brotherhood • Two Delta Chi members on the IFC executive board • Financial Stability which allows us flexibility in budgeting dues • Strong relationship with IHQ • Stable membership retention and engagement • Going into the 2021-2022 academic year with an experienced executive board that has successfully dealt with the adversity of keeping the Chapter together during a pandemic • Accreditation status each year • Members involved in organizations outside of Delta Chi • School always come first (Virtual Study Halls) • Improvement of our house GPA • Our continued strong relationship with our "ABT" Alumni President Bill Glaser and "BB" Alumni Advisor Vibhu Shakelli 	<ul style="list-style-type: none"> • Poor communication across the brotherhood from time to time due to the virtual setting • Lack of involvement from senior brothers -- no held positions • Attendance at all virtual Chapter meetings • Difficulties keeping members engaged during Covid-19 • Lack of young alumni due to senior inactivity in past years • Declining interest in Greek life on a National and Lehigh scale • Lehigh change of Greek culture increasing the lack of involvement by brotherhood
<p>Opportunities:</p> <ul style="list-style-type: none"> • Excited for a post-pandemic era for Delta Chi • Being able to engage with the Bethlehem community hopefully non-virtually in the future • In-person philanthropy and community service • Chapter House operations in the post pandemic era • Improving our house GPA further • Large membership numbers provide opportunities for new involvement on campus with more outreach to potential new members • Open contact with IHQ gives us the opportunity to get help when help is needed • Senior class size provides an opportunity for continued growth and change of culture within the brotherhood • Senior class provides help from the top down to everyone in the brotherhood 	<p>Threats:</p> <ul style="list-style-type: none"> • Dealing with uncooperative members, especially in the COVID era • Deferred dissolution and probation next semester • Negative notion of greek life especially at Lehigh • Departure of other Greek Chapters at Lehigh due to Covid and other violations • Uncertainty with the future of Covid-19 and the way Lehigh will operate next semester • Lack of accountability by members leading to mistakes and ill-representation of our values • Priorities and goals not broadly accepted by some members • We will only have new members in the House for the next academic year

OFSA & panelist feedback to chapter for the SWOT Analysis.

There seems to be a negative duality in the SWOT analysis, on one hand, the senior class size provides opportunities yet the weakness section states that "Lack of involvement from senior brothers – no held positions". There needs to be a conversation held as a chapter with alumni at the direction the chapter wants to go, lack of direction and lack of involvement, and apathy are not ways in which the chapter will grow successfully. There is too much that contradicts one another throughout the SWOT analysis and that will only lead to more issues moving forward, it needs to be addressed. Delta Chi will need to lean on nationals, alumni, and OFSA advisors for direction.

Concluding Summary

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

Average

OFSA concluding summary.

Delta Chi has made some strides as a chapter in a positive trend but there is room for improvement. The chapter is looking to create a DEI chair for the organization, they raised 16k for philanthropic efforts and they have reduced dues for their members. But the chapter needs to create an academic plan for struggling members, a comprehensive plan needs to be constructed on being a better chapter as they have looming sanctions. Members need to be held accountable and the executive board needs restructuring as there are senior members of the organization providing feedback to the direction of the chapter yet they "hold no leadership positions." This schism in the chapter needs to be dealt with so that voted upon members of the executive board can make the proper decisions for the chapter. Delta Chi members need to buy into what the organization stands for and why they are members, Delta Chi can get it done and that is what matters most.