

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:

Phi Sigma Kappa

Assistant Director:

Andrew Dorriere

Rating Scale

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

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

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

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

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

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

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

2020-2021 Year End Evaluation Report Areas

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

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

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

List any chapter provided supplemental materials.

N/A

Demonstrated effort toward prioritization of membership engagement & accountability.

Examples could include but are not limited to

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

Chapter's demonstrated description and justification.

Over the summer, fall and winter we prioritized our members wellness and engagement, specifically with new members through playing games, hosting virtual brotherhood events to deepen and strengthen our relationships, and would keep in constant communication to make our brothers feel welcome during covid. We also participated heavily in health and wellness fitness challenges where we had a daily and weekly check in to support brothers as they worked out and exercised in a time where that was our only real outlet to the outside. We hosted weekly meet the brother events as well as virtual card games where brothers across the country were able to have fun and step outside of the mundane that was quarantine. Our eboard, and our president specifically, was very quick in responding to OFSA when we needed clarification on issues, or when we were asked anything and we believe we have developed greater trust with them in this pursuit. Other engagement activities included album of the week, in which brothers would submit their favorite album in a specific genre or that gave a certain vibe, and whatever albums were chosen as the winner, they would be promoted through our house chats as a continuation of a fun bonding exercise we would do during a regular school year. During our chapters, we would also have brother of the week votes, where we would nominate other brothers on their achievements in the classroom, the fraternity and outside as a way of cheering them on, and the winner would be recognized and congratulated by the chapter. We also openly shared all opportunities for fundraisers, events etc with the entirety of the chapter, regardless of new member status/seniority to make sure there was shared trust and respect through all of our classes. By ensuring that each member had an equal opportunity and equal voice in chapter, and when sharing ideas for community service/recruitment/etc, we make sure that the success of the fraternity is in the hands of all of us, not just the responsibility of a few that were elected. Also in regards to a relationship with OFSA, our chapter president, Brian Snyder has attended every single IFC meeting, as well as every single one of the office of fraternity and sorority affairs' meetings, and he has been integral in communicating what has to get done, different opportunities for brothers, as well as advocating for us to go to informational events or talk backs, even if they are not mandatory to the fraternity, as a way of connecting to other Greek organizations, as well as other students. Early on during the summer and into the fall semester, our vice president, Andrew Ewing created a standards board comprised of brothers in each class and PC, and reevaluated what we consider to be standard violations, the conduct that is expected of members of our fraternity during COVID, and how we can change the culture of standards from "snitching" and a "slap on the wrist", to an integral part in showing who we are as a fraternity, and upholding our creed and codes. We continued to explain to our

brothers, as well as our recently initiated brothers that it is our personal responsibilities as members of Phi Sigma Kappa, and students of Lehigh to not party, and to maintain Covid protocols put in place by Lehigh, as well as our state and local governments. We put in place strict protocols, as well as a clear statement that we are not endorsing any party or off campus event, and , we advised any activities of that nature to be kept within the occupants of their own houses, and to not risk the health and safety of themselves or others. In total, we only had one conduct case with a brother early on in the fall and upon learning of this, we held a standards meeting, reviewed what happened, and made it a teachable moment in which the brother had to create and present a safety and Covid presentation in which they had to understand the impact that it could have on themselves and the community as a whole. Since then, we are proud to say that we have been in good standing with the university, and hope to be an example to other Greek organizations and in our community. In terms of engagement, we have also made sure that our newer members were given responsibilities and some leadership opportunities as a way of introducing them to the day to day operations (even remotely), such as in recruitment, social media management, secretary, and DEI chair.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Phi Sigma Kappa put in a lot of effort in order to provide connection and belonging to brothers throughout the past year due to the pandemic and virtual environment. The chapter also worked to provide accountability measures for members who may have broken rules or COVID-19 regulations. One panelist enjoyed hearing about what they did for the past year and wrote, "They mentioned a few cool events they had for PNMs and recruits, but I would have loved to have seen events for all members to help promote a connection between new members and older members. The shift from conduct being dealt with a slap on the wrist, to something that becomes more of a teachable moment is great, and that they have those members facilitate a workshop/convo around what their conduct issue was." Giving new members responsibility early on is a great way to prepare them for leadership while also helping them feel more connected to the chapter while in a remote and virtual environment. Phi Sigma Kappa self rated themselves as Exceptional and based on the panelist feedback that is what they have been rated in this area.

Chapter Development Questions:

1. How can the chapter ensure strong accountability as the university moves back to in person operations?
2. How can the whole chapter be more involved in chapter events?

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.

Over the course of the summer and the fall, all members of our executive board, including, Brian Snyder, Jeremy Schoen, Andrew Ewing, Matthew Mardirossian, Shaun McNulty and Jake flood attended meetings with our national advisers, as well as the grant council of five Sigma Kappa to not only effectively run our organization virtually, but to make sure that we had all of the resources we would need to be successful in

that. We also communicated regularly with our alumni board and our brothers to better understand people's needs, and to better understand the financial situations we were all in. With the help of our Treasurer Jeremy Schoen, our alumni and their generous donations, and in our communications with national representatives, we were able to reduce the dues from \$1300, to a total of \$225 a semester. Jeremy was also able to work with our brothers on an individual basis and create payment plans when necessary, so that we would have enough money to function and to pay our insurance, without paying any unnecessary fees. In terms of an educational standpoint, our house GPA in the spring of 2020 rose by .7 to a 3.66 average. In the fall we averaged a 3.5, which is not only a tremendous improvement from previous years, but it is above the average house GPA for fraternities. We have also expanded the role of the scholarship chair, which is now headed by Will Cioffi, and we have made it a more hands-on position. In every chapter meeting, and regularly in our group chats, Will has created action plans and helped to promote good study habits, as we know how hard it can be to be motivated while doing virtual school. In preparation for exams, he has continually provided on campus resources, as well as tips and tricks for picking classes in an advisory role. And within our new member education, we are constantly promoting academics as an integral part of staying in Greek life, and we maintain that without academics we would not be here. We also had brothers attend seminars provided by the office of academic success, the writing center, as well as watched videos provided through handshake to ensure that our academic and professional successes were not hindered during these incredibly stressful times.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Sigma Kappa has shown their dedication to ensuring a smooth transition to a virtual environment. The chapter executive board utilized the resources available to them such as their headquarters and alumni to learn how to operate virtually, reduce chapter dues for financial access for members, and provide academic support to help increase chapter GPA. One panelist wrote, "It seems like they are attending what they were supposed to on both a national and IFC level, and it's great how they were able to make dues more affordable to their members and for new members. Would love to see how they make these changes sustainable so they aren't worried about money in future years." This is meaningful feedback as finances tends to be a hot topic within fraternity and sorority life. While the chapter self rated themselves as Exceptional the panelists felt a bit different and so they have been rated as Above Average. One panelist gave this feedback, "I feel that they did a reasonable amount of work in this area, but there is room for improvement." Phi Sigma Kappa has the groundwork laid to have a successful next year.

Chapter Development Questions:

1. How can the chapter continue to utilize their HQ resources to continue to grow as a chapter?
2. Are there ways the chapter can ensure financial accessibility moving forward?

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.

Although we were not able to meet the 75% completion of the course online, the fact that we got about 60% it's something that our chapter feels could be a major improvement. However, this is not the only indication of how well we did in the past year or how much we cared about these important topics. For instance, over the summer we know that there was a large influx of mass protests and social justice issues that came across the US. And although we did initially try to have several conversations about how we felt as a chapter, we also looked at the fact that we are a majority of people whose race, religion, and sexual identity were not as impacted as others. As such, we made sure to reach out to people who would understand what was happening. Examples of this were in having conversations with members in our fraternity who were people of color, and we asked them about their experiences in Greek life, and if we have contributed to an experience that made them feel ostracized or as if they had to be someone they're not. We tried our best to have several conversations to look deeply at who we were as a fraternity, and what our core organization might have done to aid in the uncomfortable and sometimes awful environment that the people of color on this campus had expressed concerns about. Our VP of accreditation, Shaun McNulty and our president, Brian Snyder both attended several seminars and conversations with our grand Council of Phi Sigma Kappa, as well as members of the fraternity from across the country to better understand how these social justice issues were impacting their own members, and what we can do to foster a better environment. Not only by what we say, but specifically in how we recruit new members and how we can foster a more inclusive and safe environment for everybody. We had many difficult discussions about privilege and about access to the fraternity in terms of funding and scholarship, and we talked with our local advisor as to not just check the boxes, but to do the work. We also had members who were involved with the Lehigh black lives matter movement in a position where we were able to hear from our peers, and better understand the issues that the BIPOC community was and is going through. We also established many spaces to hold conversations about these issues, either in terms of a political view or a social justice view instruction these conversations as a way where everybody felt comfortable and that no one was being attacked for their views, because we understand that we might not come to a "correct" answer right away, but we wanted to at least start. After having conversations with our nationals, members of the board had regular conversations about how we were going to structure our recruitment process and how we could make it a more inclusive environment, well already struggling with virtual reality. Along with this, we had a member create and submit a DEI action plan in which we are still adding it to our bylaws. This was shared along with Olivia Miller, along with the first set of alumni and our nationals going forward as we get more critiques and advice. We are looking forward to working with more Lehigh organizations in the future for more diverse perspectives in and outside of Greek life, as well as accountability. We do not want to fall into the trap of an echo chamber, where we are only valuing the perspectives of those who look, sound and act like us. We have also created a financial aid proposal created by Michael Stevanovich which we have submitted to IFC to create a more inclusive environment, and get away from the stigma of money buying friendships and opportunities. We have also had our chapter sign up for a consent seminar hosted by the Panhellenic council and we will have over 50% of our brothers in attendance. Another example of our commitment to diversity, equity and inclusion, is our continuation of Blue light ball, which is a storied and treasured tradition of five Sigma Kappa. In this, we will be hosting a series of speakers who will talk about the origins of the blue light system, and our historical connection to the tragedy of Jean Clery, and what we can do in fighting and spreading awareness of sexual assault and violence. We have invited the chief of the LUPD, members of the pride center, the office of gender violence, alumni, brothers, and other Lehigh officials, and we have used what happened as a teaching point to our new members about this history and the importance of Jean in our history, and in our future.

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

Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Sigma Kappa has laid the groundwork for conversations in the chapter surrounding diversity, equity, and inclusion (DEI). They attended webinars hosted by their national headquarters and reached out to brothers within the chapter who may have been affected by the social issues of the past year. While the chapter did not meet the 75% requirement for the EverFi course training, they tried to make up for it in other ways by inviting staff from other offices on campus such as the Pride Center and the Office of Gender Violence and Education. The chapter leadership has also taken on the initiative to try and create a DEI Action Plan for the whole IFC community which shows the chapter can be leaders in this area. Phi Sigma Kappa should focus more on tangible goals and conversations surrounding DEI such as tokenization, recruitment and new member education, the history of racism within Greek Life, and stronger partnerships with offices on campus who may be able to help foster these conversations. One panelist did have some thoughts and wrote, "They talked about how they formulated a DEI action plan so I think that is a great step forward. However it seemed like that was coming solely from chapter leadership." How can the chapter get more members involved in this area and embed DEI into chapter operations across the board? Phi Sigma Kappa is certainly in the beginning stages of this area but is willing to put in the hard work for it. While the chapter did self rate themselves as Above Average, based on the panelist feedback they have been assigned a rating of Average in this area.

Chapter Development Questions:

1. How can the whole chapter be more on board in doing the work of DEI?
2. What might DEI look like for Phi Sigma Kappa specifically?

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.

In terms of our philanthropy, we have done several things to ensure that although we are still virtual, our success wouldn't be hindered. Although we have kept in mind that the weight of the pandemic has not been placed evenly, and for some people it has been extremely hard financially. And because of that, we have tried not to set many expectations of financial donations, and we respect each and every donation, no matter the size. For instance, and this year's relay for life our chapter raised \$180 and we had members attend an in person event on campus during the day. Also, a friend of one of our brothers was paralyzed in an accident and so far we have raised over \$300 for her through social media endorsements, reaching out to alumni, and spreading the news in our circles. Although the friend does not have a direct connection to our fraternity, we believe that if something is this important to one of our brothers, it should be important enough for us. Every single year we have a fundraiser for the Special Olympics, as it is very dear to our members locally and nationally, and we have a pancake fundraiser coming up. And for our biggest fundraising event, we have our annual blue light ball in honor of Jean Clery, a woman who was very close to our fraternity and was murdered on campus. Because of the importance of Jean to us, as well as the importance of the topic, we are hosting an open virtual event to raise awareness and money. It is so important to us that we even have an alumni and brother of Phi Sigma Kappa on the board for the Clery Center, and we expect many people to be in attendance (virtually). Aside from regular donations, we are also planning on holding a raffle, as we have been given gift certificates from several of the restaurants around South Bethlehem, and we are incredibly excited to see how it turns out. In terms of recruitment, I believe we have been very successful, even in doing it virtually. We were able to recruit 13 new members, and our recruitment chairs and new member educators have been extremely diligent in creating a welcoming and inviting environment for people, while keeping with Covid protocols. And in keeping with the importance of the blue light ball to our

fraternity, we are using it as a teaching tool for new members, and not only inviting them, but we are inviting them to speak on what the topic means to them and how they can better our campus community. In keeping with the inclusiveness of our virtual recruitment, some of the representatives here gave their phone numbers and contact information to potential new members as well as new members in case they had any questions, or if they would just like to talk. We also changed the nature of how we communicate with potential new members, and had to improve our communication skills as we would not be seeing the majority of them in person just yet. This includes specific training from nationals on how to recruit virtually, hosting a plethora of virtual events, playing games, or just talking and getting to know one another. Our training with nationals included having our recruitment chair, as well as other executive board members attend a virtual weeklong seminar as a way of not only gaining insightful tools and tactics, but re-learning how to communicate. This includes checking in with potential new members individually on a regular basis, as well as collectively as a group to not only show their importance as individuals, but for them to remember that they are a group, and that the people around them may turn out to be some of their best friends. It also includes doing the same things we would do in person, virtually. This includes learning more about them, their interests and habits. Eventually meeting some people in person on a small scale, such as taking them to a restaurant in which their group size would be limited to five people. Most importantly though, we had encouraged everyone to take Covid tests as frequently as possible, and if they are eligible, to get their vaccine shots as early as possible and to take extra caution when going out. Because even if we were to see anyone, in a small group or hopefully in larger groups in the coming semester, we want to do it as safely and as effectively as possible, with no risk to the health and safety of ourselves, our brothers, and the community at large.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Sigma Kappa worked hard to provide a meaningful experience and ensure that philanthropy stayed a top priority for the chapter. They raised money for various causes and organizations such as the friend who was in an accident, the Relay for Life, the Special Olympics, and their annual Blue Light Ball for the Jeanne Clery Center. The chapter recognized the financial hardships that the past year has brought and put in the work to raise some funds for the various causes that are important to them. The chapter was also able to recruit 13 new members into the fraternity through various recruitment events and strategies which is something to be very proud of. The chapter made sure to provide opportunities for connection and engagement and specifically reaching out to new members so they felt a part of the chapter. One panelist wrote, "They've done a great job of raising money for organizations that matter to them, even going as far as raising money for a friend of one of their members who was injured. I would like to see them go beyond and show how they encourage members (not just new members) to volunteer at Lehigh and in the Bethlehem community outside of just raising and donating money." This feedback will be a great start for the chapter in the Fall 2021 semester as the university moves back to more in person operations. While the chapter rated themselves as Exceptional in this area, the panelists did feel slightly different and so the chapter has been rated as Above Average in this area. This is not a criticism of the chapter but rather recognizing the chapter could do more.

Chapter Development Questions:

1. What might have the chapter learned this year that you can continue doing moving forward?
2. How can more of the chapter be involved in philanthropy and community service?

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.

Over the course of the summer, our chapter remained in constant communication with our nationals and our new members about how to conduct our new member education through a virtual setting. Specifically, our nationals provided many great resources such as Phired Up, ChapterBuilder, and outlines for how to conduct two of our main rituals in completely virtual settings. Our nationals also offered training to use these resources as well as tips for new member education to engage both new members and brothers. As a result of the pandemic and the Greek Pause, the current sophomore class experienced an entirely virtual new member education process consisting of learning of our chapter's history and values through an ebook provided by our nationals, while also getting to know individual brothers through virtual brotherhood events such as online poker, Netflix watch parties, playing video games together, and individual FaceTimes. Utilizing the resources our nationals provided, we were able to, to fully initiate our current sophomore class completely virtual. Having some practice, this year we were able to utilize these same techniques this spring. After completing an extended informal rush period, our chapter was able to successfully recruit 13 new members who have been completing their new member education process virtually this semester. This virtual education entails the same process our sophomores went through learning about our chapter's history and values through the ebook provided by our nationals . Additionally, we have supplemented our new member education process with education seminars such as an anti-hazing seminar hosted by IFC, a Panhellenic consent seminar, a future presentation on house risk and safety by our risk and house manager, and a future sustainability presentation by EcoReps. We are also ambitious in scheduling programming with the office of multicultural affairs, counseling services, the career center, and other forms of programming that are either outlined within our new member education plan, or that we find useful and educational as we continue to look for additional programming. We have had some difficulty with contacting and scheduling exact times with all of these parties, which might have resulted in different dates than originally planned within our new member education plan for these programs. Outside of these programs, our chapter has heavily encouraged our new members to be involved in our chapter's actions. Specifically, new members have been encouraged to take part in community service and philanthropy events such as Relay For Life, our fundraiser for Rebecca Koltun, and a future pancake fundraiser for our national philanthropy Special Olympics. Additionally, our new members are highly encouraged to be active in the filming process and attend our annual Blue Light Ball, as this is our flagship event which is near and dear to our chapter and is an essential part of our history which our members should be knowledgeable of and help spread awareness for. Our Blue Light Ball event will unfortunately have to take place virtually again, but will occur on 4/24. Finally, our new member education process strives to get all new members to be familiar with the house, especially considering this past year where due to pandemic restrictions, our new members have unfortunately not been able to truly meet the entire house on the same level they would have in a traditional semester, and have also not even been able to step foot within our chapter house. To address this, our new members can not only view our chapter house online via the video our chapter provided narration for and directed, but will also work on scheduling a house tour opportunity for these members on 4/30. Furthermore, we want our new members to foster connections with brothers, which we are accomplishing by encouraging members to schedule "interview" times with brothers. For these interviews, new members are encouraged to prepare sets of questions to break the ice and get to know more about these brothers. We encourage these interviews to be conducted either by following all campus and state guidelines in-person, or via virtual means. Due to our chapter having several brothers who are fully remote, a sizable portion of these interviews have and will continue to be virtual.

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

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Sigma Kappa recognizes the completely non-traditional experience of their current sophomore members due to the social pause and pandemic starting in the Spring 2020 semester. They worked to provide a virtual experience for both their Spring 2020 and Spring 2021 new member education processes during their respective times. They utilized what they learned from the previous year and were able to successfully recruit 13 new members into the fraternity during the Spring 2021 semester and provide a virtual new member process again. The chapter also utilized outside opportunities such as the Anti-Hazing Coalition webinar offered through IFC and having new members get engaged with their various philanthropy events. One panelist was impressed by their work and wrote, "Really like how they worked with their nationals prior to recruitment to learn how they can have the best virtual new member education experience. They seem like they really gave their new members a well rounded virtual NME experience with what they had to work around. I would have loved to have seen the plan, and maybe how they plan to keep certain new things that they've learned for the future." This is a great piece of advice. How can the chapter utilize what they've learned in a virtual environment and apply it back to an in person one? The chapter rated themselves as Exceptional, but the panelists felt a bit different and were still impressed with their hard work. The chapter has been assigned a rating of Above Average in this area.

Chapter Development Questions:

1. How can the chapter build brotherhood in the fall to help brothers reconnect again?
2. What did the chapter learn this year from virtual NME and recruitment that could be utilized in the future?

Chapter SWOT Analysis

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

This section will not directly impact the overall evaluation rating.

Chapter's provided response in text boxes below:

<p>Strengths:</p> <ul style="list-style-type: none">● Larger recruitment class● Increase in average GPA● Large amount of support for DEI action plan moving forward● Able to significantly reduce semester dues	<p>Weaknesses:</p> <ul style="list-style-type: none">● Philanthropy was not as successful as in previous years
<p>Opportunities:</p> <ul style="list-style-type: none">● Our communication with one another, recruitment tactics, and communication with PNM's has improved significantly● Created new plans/transition documents for future executive boards to ensure a more smooth transition of responsibilities	<p>Threats:</p> <ul style="list-style-type: none">● Not a strong relationship between New Members, Potential New Members and current brothers● Not a lot of money reserved for the future

OFSA & panelist feedback to chapter for the SWOT Analysis.

Phi Sigma Kappa took time to reflect on the past year and identify many strengths of the chapter. It would have been great to see more potential weaknesses in order to be prepared for the year so I would challenge the chapter to work on this. The chapter certainly has a lot of opportunities as well that will help them focus on opportunities for the 2021-2022 academic year as well as brainstorm ways to tackle the potential threats to the chapter. This year has provided a lot of opportunity to change and challenge the way the chapter operates. How can the chapter continue to learn and grow as a collective from these experiences? One panelist wrote, "It's great that they've created new transition plans, and would be excited to hear how they helped." Strong transitions are the foundation of supporting new leadership so it will be great to see how this analysis helps the next executive operate over the next year. Phi Sigma Kappa is a strong chapter and will continue to be with this.

Concluding Summary

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

Above Average

OFSA concluding summary.

Phi Sigma Kappa had a good past year filled with virtual events, a strong recruitment, philanthropy, and brotherhood bonding. The chapter should continue to learn from some of the feedback provided to them throughout. They are a strong chapter with a lot of room for growth in some areas while being leaders in others which can set them apart from the rest of the IFC community. Phi Sigma Kappa utilizes OFSA and national headquarters resources often but should continue to think about partnerships with other student organizations as well as offices on campus that can support them in their endeavors. One panelist had these kind words to say and wrote, "On the whole I was impressed with them and feel that they did good work considering the challenges of this past year." The next year will pose its own set of unique challenges and if they continue to work as hard as they do they will rise above each of them. Based on the panelist feedback throughout their report, they have been assigned an overall rating of Above Average for their efforts.