

Chapter Year End Report 2019-2020

Assistant Director Feedback Report

Chapter:

Alpha Gamma Delta

Assistant Director:

Olivia Miller

Chapter Response to Greek Pause

What did your chapter accomplish during the pause?

Please list any practices and/or procedures evaluated and any additional action items your chapter accomplished during this time.

Chapter Response:

The Greek pause was intended for self-reflection for every chapter. How the Greek community was operating was not sustainable. Greek life needed time to reevaluate and reflect on what is most important to us and how hard we are willing to work together to make our community better.

During the pause, our chapter reflected by analyzing what our chapter does well and what we could work on. As a chapter, we are proud of our community engagement and our risk management system. We emphasize chapter wide accountability by requiring members to participate in the sober system. We ensured our readiness and preparedness for when the pause was lifted. In the meantime, Alpha Gam focused on community engagement. Our chapter continued to volunteer at the Hispanic center weekly and run a club at Broughal Middle School during the pause. Our "Zeta Beta groups" encourage members to further involve themselves on campus by supporting other organizations.

The pause allowed us time to focus on the needs of our current members. We are proud of our sisters and their involvement, but we tend to over program them on campus and Alpha Gam events. We identified a need for more meaningful programming to maximize time while also allowing us to focus on self-care. Another thing that we wanted to focus on was sisterhood. We utilized sisterhood circles, rose buds, and pen pals to foster deeper meaningful connections. The pause helped us recognize that we needed to slow down and appreciate all our members when there is always so much going on.

At Panhellenic we also discussed things our community excels and falls short in. We are

proud of our campus and academic involvement. All chapters share the importance and care for philanthropy and community service. Philanthropy brings chapters together by raising money and volunteering for those in need. Aside from philanthropic involvement, all chapters agree that the Greek community does not spend enough time supporting one another. This is a major issue because it is hard to enact positive change after the pause when we do not all support each other.

Our chapter had a meeting to talk about relevant and possible changes that could be included in the unpauses plan. We discussed various topics including alcohol consumption on campus, risk management, and new member education. We submitted these ideas and a timeline for implementation to the Panhellenic president. We had many ideas that aided the final unpauses plan. In general, we suggested that there should be more Greek wide community programming and more recruitment events in the first semester. Our ideas about new member education included: random check in from OFSA during meetings, repercussions from the judicial board if a chapter strays from the new member education plan, a cohosted event with another Panhellenic chapter during new member education, and more education on alcohol, sexual assault, drug, mental health, diversity, and inclusion. In addition, we suggest more registered events on campus and a universal sober system to ensure property on campus safety precautions.

Our chapter held a mandatory meeting for members to reflect on the pause and ways we could improve our chapter. We used the guided questions provided by OFSA to discuss some positive changes that we would like to implement in our community as well as how we can contribute to the growth. We ended that meeting by reflecting on the love that we have for ourselves, our chapter, and hopefully soon our entire Greek community.

Communication and transparency were crucial for the Vice President Finance during the Greek pause and subsequently the decision for Lehigh to transition to remote learning due to COVID-19. As soon as both the Greek pause and the transition to online learning were announced, members were inquiring about how dues would be affected. Although it was admittedly overwhelming, our Vice President Finance did a phenomenal job working with our chapter advisor to handle the situation. She maintained regular communication with chapter members and remained transparent throughout the semester. Once we heard back from our International Headquarters and the Fraternity Housing Corporation, our Vice President Finance and our advisor were able to supply refunds for all our members and credit these amounts to member accounts through OmegaFi.

New member events that did not occur because of the pause and switch to online learning: Faculty Advisor Chelsea facilitating a Myers-Briggs Workshop, a Study Skills workshop with the Center of Academic Success, the MC class events Brunch with Juniors and Sweets with Seniors, and a Ropes Course

OFSA Assistant Director Feedback:

The chapter was very productive during the pause, instead of waiting for others to take action AGD took it upon themselves to self-reflect and find ways in which they could improve their chapter. The chapter has clear strong areas of success: community engagement, chapter accountability, and collaboration. AGD continued their service to the greater Bethlehem community during the pause, acknowledging that the Southside community depends on the support from Lehigh University students. Additionally, the chapter has a process to hold chapter members accountable through restorative practices rather than taking punitive action. I commend the chapter in identifying over-programming and developing meaningful relationships as an area of growth. In order to maximize programming time and allow chapter members to have time to focus on self-care, the chapter could look at partnering with other organizations at Lehigh and in the Greek community to find common areas of need, and do joint programming. AGD identified various programming for new members that could not take place due to the pause and the transition to remote learning – the chapter should explore ways to incorporate these into next semester as chapter-wide programming can contribute to developing more meaningful relationships between members.

Chapter SWOT Analysis

In order for OFSA to have a clear understanding of the current celebrations and challenges our chapters face, 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 Assistant Directors are able to offer specific and clear feedback and action items moving into the 2020-2021 academic year.

Chapter Response:

<p>Strengths:</p> <ol style="list-style-type: none"> 1. Community Engagement: Alpha Gams are involved in more than 100 clubs and organizations on campus. 2. Risk Management: AGD's risk management program is constantly being improved to comply with the needs of its members. There is a chapter wide accountability that encourages all sisters to be involved. 3. Alumni Network: Our group chats and Alum Chum program give our sisters a direct line to communicate with our alumni. 	<p>Weaknesses:</p> <ol style="list-style-type: none"> 1. Prioritizing Self-Care and Mental Health: Alpha Gams prioritize academics and involvement, but sometimes self-care is an afterthought. 2. Bonding: Our chapter has many sisterhood events to spend time with one another, but we should encourage building deeper bonds. We could benefit from fun team building and trust exercises as well as encourage some friendly competition to incorporate physical health. 3. Adaptability: AGD has undergone
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	many changes this semester such as sisterhood structure and the switch to online learning. Due to this, many of our sisterhood events were cancelled and restructured to work online.
<p>Opportunities:</p> <ol style="list-style-type: none"> 1. Support other Greek Chapters: Greek chapters should support one another. Alpha Gam has previously worked with other chapters for philanthropy events, but in order to support the whole Greek community, we should work with other chapters for both philanthropy and other fun events on campus. 2. Campus Unity: Greek chapter could band together with other organizations on campus for an event like a fair to represent themselves and to get to know other organizations while engaging in activities. 3. Social Media: We can take advantage of our social media presence by increasing activity and engagement with other chapters and organizations to spread awareness for other philanthropic causes. 	<p>Threats:</p> <ol style="list-style-type: none"> 1. Campus Divide: Our campus has a divide between non-Greek and Greek organizations. This divide prevents the campus from being united. 2. Negative Connotation: Greek Life is assumed to be a community that fosters underaged drinking and hazing, but it is much more than that. 3. Limited Officer Training: Due to the switch to online learning, elected officers must quickly into their positions with limited in-person training. This could impact programs like risk management, recruitment training, and financial management

OFSA Assistant Director Feedback:

<p>Strengths:</p> <ul style="list-style-type: none"> • Community Engagement – This is definitely a strength of AGD – engagement in the South Bethlehem community should be included under this area. • Risk Management – Strong chapter-wide and individual member accountability is apparent; as the community continues to adapt risk 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Prioritizing Self-Care and Mental Health – I commend the chapter on recognizing this as an area of weakness. Utilize the Vice President of Chapter Wellness to bring relevant chapter-wide programming such as Peer Health Advisors, Counseling Center, and any IHQ programs to reach a wide number of
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<p>management practices AGD should be proactive in aligning, and exceeding these practices internally as well.</p> <ul style="list-style-type: none"> • Alumni Network – newly established connections with alumni for social, developmental, and educational purposes set a high-standard for what alumni engagement can look like in the Lehigh Greek community. The chapter should continue to capitalize on the alumni involvement for chapters events and workshops. 	<p>members. Find ways that the chapter can ‘check-in’ with members – the rose bud program could be an area of opportunity.</p> <ul style="list-style-type: none"> • Bonding – To reach more than surface-level bonding and friendships, the chapter can look into hosting a semesterly/yearly chapter retreat. This could potentially take place the weekend of move-in. This is a great way to engage chapter members in team building exercises, self-reflection, and allow chapter members to form bonds with chapter members they are not currently as close with. IHQ and the OFSA staff have resources to help you develop and facilitate this. • Adaptability – I would say AGD’s ability to adapt to the changes and collaborate with various entities to problem solve and integrate a membership experience into an online environment is actually a <u>strength</u> of the chapter. Instead of throwing out events all together and ‘giving up’ the chapter worked to shift the experience – this adaptation can further carry into the fall semester through integrating planned programming that could not take place into an all-chapter experience.
<p>Opportunities:</p> <ul style="list-style-type: none"> • Support other Greek Chapters – AGD has done well in collaborating with other Panhellenic and IFC chapters on service and 	<p>Threats:</p> <ul style="list-style-type: none"> • Campus Divide – See ‘Campus Unity’ feedback. Collaborations with other organizations on campus outside of

philanthropy events. The chapter should look into how they can sponsor meaningful programming on campus. The Greek community is comprised of 3 councils: IFC, Panhellenic, and CGC. To be a chapter that successfully supports and fosters unity in the community, it is essential that there is support and collaboration across all 3 councils.

- **Campus Unity** – AGD could look and see if there are other organizations on campus that align with its values or philanthropy that the chapter can partner with on events. Rather than creating a new event, in what ways can AGD capitalize on existing events and organizations and move towards a common goal together?
- **Social Media** – Social media can be a great tool to not only 'show off' your chapter, but for engagement with the community. In what ways will you work towards integrating this?

Greek Life can demonstrate benefits to being a member of a Greek organization.

- **Negative Connotation** – This is certainly a threat to all Greek communities on college campuses. How can AGD help demonstrate to the Lehigh community that Greek Life is 'so much more'. Are there ways the chapter can engage first year students and the campus community in activities that highlight the founding values of fraternities and sororities?
- **Limited Officer Training** – Though positions have 'officially' transitioned, AGD can work on a formalized in-person or online officer transition plan to help members feel more comfortable in their transition into chapter officers. The OFSA staff can help with resources for the chapter; Sharon will also be a solid person to lean on through transition.

Concluding Summary

Alpha Gamma Delta has demonstrated clear development and success in all areas of the End of Year Report. It is important for the chapter to continue the momentum in the upcoming academic year. The chapter stands out due to its use of restorative practices and peer to peer accountability model. Alpha Gamma Delta is also exemplary in understanding philanthropy, service and the relationship between the two. The chapter can and should serve as an example for the Greek community and should look to developing partnerships with Greek and non-Greek organizations to reach more members of the Lehigh community. With adaptability as one of its greatest strengths, Alpha Gamma Delta will continue to evolve and succeed on campus. Great work!