

Chapter Year End Report 2019-2020

Assistant Director Feedback Report

Chapter:

Alpha Phi

Assistant Director:

Devore McIntosh

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:

This past year has been incredibly challenging to Alpha Phi, in addition to the entire Lehigh Greek community. In response to the pause and as a result of University conduct allegations, Alpha Phi immediately enlisted the support of local and International resources. The outcome of these investigations placed the chapter on probation with Alpha Phi International until May 1st, 2020 followed by a Restorative Action Plan for the 2020-2021 academic year as well as University Disciplinary Probation with the Lehigh Conduct office until December 31st, 2020. The Alpha Phi International probationary terms include a number of educational requirements for the chapter and our leadership regarding safe social event planning and personal accountability, as well as officer training and judiciary board training and education. We recognize it will be imperative to be a leader in the efforts to resolve the issues within our community and move beyond outdated traditions and ideologies as the expectations of our Lehigh and Greek communities evolve. Both the Greek pause and our probationary period reaffirm that we must take responsibility for our actions to move forward as a chapter and a community. No longer can we blame our actions on the social norms and actions of the Greek community at Lehigh; we now recognize that we have a unique opportunity to learn from our mistakes, take responsibility for our actions and be a part of developing solutions as we move forward.

Our probation with Alpha Phi International began the weekend of the International leadership conference February 14th-16th, where our executive council was informed of the change to our chapter status. We took this time at the conference to process the changes we would need to make, learn from our fellow officers at other schools about how they dealt with similar issues, and plan for how to move forward as a chapter in this situation. When the executive council returned to campus we held a meeting to share the outcome of our investigation with the rest of the chapter, and have an open discussion about how we planned to move forward and what we expected from our members throughout the probationary period outlined below.

The terms of our probation included a number of educational workshops and training sessions that would allow our chapter to learn and grow as a result of our probation and the pause as a whole. Though we were not able to complete all of the terms of our probation while on campus, we conducted several workshops, including a safe social event planning workshop for the entire chapter and a judicial board training for the executive council, that altered the chapter's perspective on our role in the Greek community. Prior to the pause the Greek community as a whole was dismissive of the active role that we as organizations and individuals played in perpetuating the social norms and actions that brought us to where we are today. We were able to recognize, and discuss as a chapter, how blaming the party culture of our community for our actions was not acceptable.

On February 24th, Cayce Blackley, Program Manager of Risk Reduction for Alpha Phi International, came to our chapter for the Headquarters Summit. Over the past year our chapter has worked incredibly closely with Cayce, through this relationship we have been working to create a culture of accountability within the chapter. She joined our chapter in having these conversations about how we can become leaders in recognizing the change that we need to make within our community. After the Summit Cayce presented a workshop for the chapter on Safe Social Event planning, resulting from the Summit of Headquarters and the plans put forth by IFC and the Panhellenic Council. As a result, the chapter was able to recognize how social event planning guidelines and best practices from Alpha Phi International aligned with the changes Lehigh is preparing to make.

In addition, Cayce conducted a series of Executive Council training including a judiciary board training and officer transitions for our newly elected President and Vice President of Risk Management. We believe a strong Executive Council is extremely important in order to enact change within our chapter. The terms also outlined other chapter wide workshops that would have been completed in person throughout the rest of the semester on topics such as personal accountability, health and well-being, and alcohol. We are exploring ways to host these workshops in a virtual manner. Our primary goal for this semester was to educate our members on how we can be leaders within our community and take responsibility for our actions as a chapter. This means learning to manage the traditions and ideologies that no longer fit into the culture of our changing community. We feel that it is important that we have these workshops in the Fall to educate our members and continue to hold ourselves to a high standard, becoming leaders within our community. Finally, we conducted a housing survey to gauge member satisfaction with the facility, food plan and safety.

OFSA Assistant Director Feedback:

We understand that the past academic year has not been the smoothest for Alpha Phi in regard to dealing with sanctions and discipline coming from not only the University, but also HQ. It can be said that the work Alpha Phi made improvements in conjunction with headquarters staff, which has left a promising mark on the chapter. Whether it is reworking their NME process or shaking up the executive board to better suit the chapter moving forward, this practice has been beneficial. I believe that the continuation of these conversations and training conducted by HQ throughout the semester should continue to be enacted and the chapter should evaluate what changes have occurred when comparing the previous year(s).

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:

Strengths: <ul style="list-style-type: none"> • Academic achievement (1st among NPC and IFC groups in Fall 2019) • Exceed housing occupancy • Partnership with Alpha Phi International, Alumnae Advisory Board and House Corporation Board • Chapter finances • Campus involvement • Strong philanthropic focus • Chapter size • OFSA support and relationship with on-campus resources 	Weaknesses: <ul style="list-style-type: none"> • Culture of accountability • Probation status • Upperclassmen engagement • Chapter programming • Health, wellness & member safety based on previous incidents
Opportunities: <ul style="list-style-type: none"> • Revised New Member Education programming • Restorative action focus • Lead social change on campus • Embrace a culture of care • Support member health, wellness and safety • Prioritize sisterhood • Values based recruitment 	Threats: <ul style="list-style-type: none"> • Decreased interest in Greek life • Hazing and substance abuse • University recognition of Greek life • Continued COVID 19 disruption • Economic downturn makes Greek affiliation unaffordable • Unknown of post-pause Greek life at Lehigh • Previous unaccredited status

OFSA Assistant Director Feedback:

Strengths: Acknowledging those who have achieved high academic standing is key, and reinforces the ideas of the organization. Partnerships with HQ will be good for leadership development and be in	Weaknesses: Think of effective programming that can be beneficial to upperclass students, potentially tangible. The J Board should be strong enough to curtail harmful behaviors towards the
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<p>alignment with the best practices of Alpha Phi.</p> <p>Continue to build on the Chapters strengths and successes from the past academic year.</p>	<p>chapter and reinforce members to be accountable for their actions.</p> <p>Be sure to have an open house policy that allows members to speak freely about their overall wellness. In turn as a chapter house, have the understanding of available resources to guide members to when they are in need.</p>
<p>Opportunities:</p> <p>A deep look at what the chapter has been through since the beginning of the year, Alpha Phi has done a great job being transparent with their areas of improvement and it is refreshing.</p>	<p>Threats:</p> <p>Several of the initial thoughts are shared among the three Greek councils. Especially those pertaining post COVID-19 life at Lehigh and its effect on the Greek community and organizations.</p> <p>Need to think forward on how the chapter will operate with certain restrictions, such as social distancing.</p> <p>Building off the strengths of the chapter and putting the focus on maintaining that standard, should erase the worry of accreditation status in the future.</p>

Concluding Summary

I understand that this has not been the smoothest of academic years for Alpha Phi as an organization. They had to deal with several conduct issues and a restructuring of how they operate as an organization with the assistance of their nationals. With all of those distractions, the chapter still provided a positive experience for their members, went out in the community and gave back. I can only hope to see the positive trajectory of the chapter moving forward. Alpha Phi has a rich history at Lehigh and vibrant members in the organization, along with a strong foundation. This can be the reset that will allow Alpha Phi to showcase that chapter vibrancy and foundation.