

Chapter Year End Report 2019-2020

Assistant Director Feedback Report

Chapter:

Alpha Tau Omega

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:

This was by no means a conventional year for Greek life at Lehigh. This has been a year of change and growth for our Greek community. As a chapter we used the pause as a time to reflect about the way we have done things in the past, and what we are doing to improve these things going forward. The pause was not an easy process for any of the parties involved. What it did offer, though, was an opportunity for the Greek community to come together, and create a plan to change the culture and reputation we have at Lehigh.

As the Greek community and society change, ATO has to continue to adapt. When the pause was lifted I went to a meeting with all of the other chapter presidents led by Chloe Abshire. She explained how while we are technically allowed to register parties that weekend, the school recommends not having social events until the following Thursday. We decided to comply with the school and have a brotherhood event instead of having a social event the first weekend back. I think it is very important to stay conservative especially in the early stages after the pause. We already have a very solid structure for both our on and off campus social events, which gives us an advantage among our peers. We have already been following the social policy and with all the information we received during the pause, we plan on being even more strict. If the entire Greek community can abide by these rules, I believe we can still have fun in a more controlled, safer environment. It would reduce the amount of underage drinking and conduct cases that happened too frequently during the old rush process. Secondly, during the pause we were able to strengthen the Judicial board. Throughout the semester when members broke the bylaws or were doing something they shouldn't have they had a meeting with the J-board. If an infraction is severe we impose our own sanctions as a fraternity. These sanctions include social probation, not being allowed to go to a brotherhood event, and academic probation. This gives us an opportunity to

internally deal with individual problems, which helps create a healthy culture and a set of values that are expected.

Through the adversity we faced in the early stages of this semester, we were still able to get a 17 new member class. The relationships that brothers made with potential members persisted through the pause, and we were able to get another large class which puts us in a very good position for the future. Since we have moved to remote learning and have left campus, we have still been keeping in touch with our new members over Zoom to keep them updated and to just stay in touch. Going forward, we want to be an instrumental part of the rebuilding of the Greek culture we have at Lehigh. We will continue to have honest conversations amongst ourselves and with the school about how we are going to move forward in this new environment.

OFSA Assistant Director Feedback:

ATO had a very positive reaction to the pause and was an active contributor to the overall IFC plan. During the pause, the chapter created their own comprehensive plan and was vocal about it being an opportunity to plan and change the fraternity culture at Lehigh. I am extremely proud of the chapter for taking the lead once the pause was lifted and not hosting social events and prioritizing brotherhood events with the brothers and new members instead. ATO did have a strong social management system before the pause, and should continue to be prepared to adapt and change as the culture on campus changes. The chapter chose not to move forward with new member education in an online environment, and is instead resuming new member education next semester. Though the chapter has been keeping in touch with new members, ATO should be prepared to develop ways to incorporate and involve the new members into the existing brotherhood when new member education resumes again.

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:

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| Strengths: <ul style="list-style-type: none"> • Early on in the fall semester we recruit very well • Our leadership/professional development • Health and safety management • Strong academic culture | Weaknesses: <ul style="list-style-type: none"> • Lose focus on recruitment throughout the fall semester • Senior engagement is sometimes a problem • Dues being paid on time |
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| <ul style="list-style-type: none"> • Brotherhood (older and younger members get along) • Alumni network • Well represented in clubs and other organizations on-campus | |
| <p>Opportunities:</p> <ul style="list-style-type: none"> • Present a 5x10 during orientation next semester • Have our best recruitment events later in the semester to create more interest • Collaborating with other chapters for philanthropy | <p>Threats:</p> <ul style="list-style-type: none"> • Not recruiting using STUDS criteria • Individual members not moving with the culture changes |

OFSA Assistant Director Feedback:

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| <p>Strengths:</p> <ul style="list-style-type: none"> • Early on in the fall semester we recruit very well - <u>what recruitment practices can the chapter take from early in the fall and extend throughout the year?</u> • Our leadership/professional development - <u>in what ways can general members continue to get leadership development experience?</u> • Health and safety management - chapter should be prepared to continue adapting and changing as culture changes. • Strong academic culture - great, acknowledging that members are students first. • Brotherhood (older and younger members get along) - chapter should continue fostering a sense of brotherhood • Alumni network - utilization of alumni for a career day is fantastic, <u>how else can you continue to engage them?</u> • Well represented in clubs and other organizations on-campus - outside involvement is great and | <p>Weaknesses:</p> <ul style="list-style-type: none"> • Lose focus on recruitment throughout the fall semester - see 'Strengths' - how can ATO maintain good recruiting all year round? The chapter can look at holding monthly events or programs to get more interest on campus. • Senior engagement is sometimes a problem - find ways to incentivize older brothers to be involved. How do they currently contribute to chapter - <u>is there a senior experience your chapter can create to keep them engaged?</u> • Dues being paid on time - dues are imperative to an organization functioning. Have your treasurer look into a way to work with members on a one to one basis - <u>do brothers forget to pay or maybe some are having trouble finding the funds to pay?</u> |
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| important. | |
| <p>Opportunities:</p> <ul style="list-style-type: none"> • Present a 5x10 during orientation next semester - this is a great way to healthily engage first year students! <u>What could the chapter do a presentation on that would be relevant?</u> • Have our best recruitment events later in the semester to create more interest - <u>what does your best recruitment event look like?</u> • Collaborating with other chapters for philanthropy - collaboration is a great way to get your organization and values out there. There are 3 different councils in Greek life so you have a lot of options. I also encourage the chapter to find collaboration opportunities outside of Greek life to integrate into the Lehigh community. | <p>Threats:</p> <ul style="list-style-type: none"> • Not recruiting using STUDS criteria - <u>how can the chapter better educate its members to recruit on this criteria?</u> • Individual members not moving with the culture changes - this is certainly challenging. The chapter should consider the impact a single member can have on the chapter and work to find ways that each member can contribute to change. |

Concluding Summary

ATO did outstanding work during the 2019-2020 academic year; it is clear that the chapter is continuously evolving with the culture and will be a leader in creating change on campus. The increased efforts in officer transition, overhaul of the new member education plan, and ability to integrate education on risk management into chapter operations contributed significantly to their success. ATO should look to continue adapting and changing as the Greek culture continues to evolve at Lehigh. The chapter should focus on effective 365 recruiting as we move into next academic year. Great work!!