

Chapter Year End Report 2019-2020

Assistant Director Feedback Report

Chapter:

Gamma Phi Beta

Assistant Director:

Andrew Dorriere

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:

When the pause was first announced, our chapter was both confused and frustrated at the new circumstances being presented, especially because we were also facing an investigation due to hazing allegations. However, instead of dwelling on the situation, we decided to use this time to reflect on the things we do well as a chapter and what we still needed to improve on. We started the process by coming together as a chapter to discuss a worksheet provided by Panhellenic Exec with five general questions that helped us generate ideas to discuss at the next council meeting. These specifically asked us to discuss our strengths as a chapter, where we highlighted our recent success in recruitment and our strong sisterhood. We also talked about our weaknesses, like philanthropy and senior involvement, which are two examples of things we wanted to improve. This worksheet also asked us to recognize what the Panhellenic community as a whole does well, and what needed to change. We thought it was important to focus on improving the relationships between the chapters on our campus, stressing that we work together instead of against each other. This conversation helped us recognize what we needed to do better as a chapter, as well as within the Panhellenic community.

Our next task was to act on these weaknesses, both internally and externally, and come up with a plan on how to improve once the pause was lifted. To do so, our chapter created a committee of passionate members. The committee met frequently to come up with ideas that would help us function better as a community. These suggestions were shared with panhel exec and discussed during council. They aimed to create a plan which incorporated every chapter's opinions and ideas. After the rough draft of this plan was presented to us, we encouraged members to attend council meetings as it was important for us to provide feedback and voice our opinions..

Additionally, we were lucky to work with Gamma Phi Beta headquarters. IH provided us with helpful tools to work through this process and we ended up developing a closer relationship in doing so. As a final plan began to surface, a Summit of the Headquarters was held to present it. At this time it was important for us to determine how we would implement these new changes internally. We created a presentation for IH and the entire chapter where we discussed our role within the plan. Members were allowed and encouraged to ask questions and engage the chapter in productive conversation. Our IH representatives then met with me and other members who hold specific positions. They discussed with us how these changes would impact us directly, giving us guidance and ensuring we, as a chapter, had the support that we needed.

Overall, our chapter used the pause as an opportunity to grow and reflect on things that we

needed to do better inwardly, as well as a part of the Panhellenic community. We took this opportunity as a learning process, to improve ourselves and to ensure that our members continue to represent the community we are all so lucky to be a part of in a beneficial way. During the fall semester, we will continue to abide by the policies listed within the plan, and remain engaged as an entire chapter throughout the rest of the process.

OFSA Assistant Director Feedback:

While certainly the chapter was upset when the pause was first announced, the chapter used the time and opportunity to foster change within their chapter and community. Seeing that the chapter recognizes both their weaknesses and strengths is the first step and the chapter has done that! Working with IH is a great start as well as I know the chapter has been working for quite some time to build a better relationship with them and this will hopefully continue after. What is the chapter doing to ensure lasting change and not revert to old ways? How can GPhi serve as a strong example for the community?

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> <ul style="list-style-type: none"> - Great sisterhood and excitement/passion for Gphi - Recruitment - Participation in other greek/student organization events - Campus involvement/clubs: Senate, OFYE, Brown and White, TRAC, CSO, TAs, Ecoreps, etc. - Risk management: good sober monitor system 	<p>Weaknesses:</p> <ul style="list-style-type: none"> - Not a lot of senior involvement - Planning ahead for philanthropy events - Coming up with creative ways to raise money for Girls on the Run
<p>Opportunities:</p> <ul style="list-style-type: none"> - Working on organization - Community service improvements - To come up with innovative bonding/sisterhood opportunities given the pandemic - Adapting to change in our community with the Plan and the pandemic 	<p>Threats:</p> <ul style="list-style-type: none"> - Our investigation - Pushback from change in our community with the plan and the pandemic

OFSA Assistant Director Feedback:

<p>Strengths:</p> <ul style="list-style-type: none"> • <u>Great work! What can be done to ensure these all stay strengths for the chapter?</u> • <u>How might the pandemic affect these?</u> 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • <u>How can seniors become more involved while not living in the house?</u> • Slow and steady wins the race with planning!
<p>Opportunities:</p> <ul style="list-style-type: none"> • <u>How can you partner with IH to ensure more organization?</u> 	<p>Threats:</p> <ul style="list-style-type: none"> • <u>What has been done to ensure there are no similar investigations? What was happening to give them a reason? Things to think about!</u> • <u>How can the chapter get buy in for these changes?</u>

Concluding Summary

Gamma Phi Beta is a strong chapter that has made a lot of progress in many different areas. They have worked hard as a chapter and created positive change for themselves. How can that positive change help the community? They have many strengths while recognizing their weaknesses but have shown resilience when faced with hardship. Overall, Gamma Phi Beta has had a great year and look forward to what they will continue to accomplish.