

## Chapter Year End Report 2019-2020

### Assistant Director Feedback Report

#### Chapter:

Kappa 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:

On January 28th, 2020, Lehigh University announced that they would be instituting a "pause" for Lehigh's Panhellenic and Interfraternity Council Chapters. This pause involved the following: the suspension of all new member activities, no contact between organizational members and new members; no chapter events unrelated to chapter business; and dry houses (including individual rooms). The school explained that the "pause" was a response to the several reports they received from parents, new members, and anonymous sources centered around excessive alcohol consumption, drug use, and hazing. They have deep concern about the safety and well-being of the current and aspiring members of the Greek community.

At first, as a whole, our chapter was confused and hurt. It was hard to have a completely positive outlook on the Greek life "pause." The main point of concern for many members of our chapter was how the pause inhibited us from doing our community service and philanthropy. We were no longer able to work with groups that depended on us for help, like our Girl Scout troops and our local beneficiary, Project Child; nor could we host our annual Shamrock event, So You Think You KΔN Dance, for which we had a goal this year to raise over \$10,000 for our philanthropy, Prevent Child Abuse America. After some time, and many chapter-wide conversations, however, we came to realize that we must focus on the bigger picture – although it felt like there was a lot our chapter was losing from the pause, there was much larger systematic issue at hand with Lehigh Greek life as a whole that needed to be addressed, and it was our job to take this time as a chapter to help work towards creating a better, safer, more welcoming Greek environment at our school.

During the pause, Theta Zeta executive council and appointed officers made an active effort to attend panhellenic meetings, so we could contribute as much as we could to the Panhellenic plan that was being devised at the time, as well as improve relationships with members of other chapters through collaboration. In these periods, Kappa Delta chapter members introduced the idea of having all new member activities in academic buildings to introduce a neutral, and safe setting for the activities in which members of OFSA can enter at any time. This idea was implemented in the final Panhellenic plan as how new member education would continue after the pause. We also took this time to review and revise our alcohol policy in accordance with the new Panhellenic plan and to improve the safety precautions put in place for our sisters. The first alteration we made was changing “event monitors” to “social liaisons” to ensure similarness with the new plan. We added quiet hours for exam times from 10:00 pm to 10:00 am. In reference to our alcohol policy, we now have the house manager, President and entire leadership board, in addition to the consistently used social liaisons, to help enforce the rules and keep sisters safe. We also added to our bylaws that all members on council are required to be a social liaison at one date party or formal within their term. Wording was also changed in reference to events being held, so that if there are not enough social liaisons for an event, it will not occur.

#### OFSA Assistant Director Feedback:

Kappa Delta, overall, had a very positive response to the pause. I understand an initial reaction of being frustrated on missing out on events the chapter worked hard to plan, and I can see how the chapter then moved to make positive changes. I am proud of KD for acknowledging the systematic issues that exist within the Lehigh Greek system. The chapter did great work in revising their own personal policies and procedures to align with the direction Panhellenic was taking and reflection on chapter development. The chapter should continue to adapt and change as the Greek community moves forward.

### 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:

<b>Strengths:</b> <ul style="list-style-type: none"> <li>- Community Involvement</li> <li>- Philanthropy</li> <li>- Involvement around Campus</li> <li>- Leadership</li> </ul>	<b>Weaknesses:</b> <ul style="list-style-type: none"> <li>- Communication</li> <li>- Throughout the Greek Life Pause there was trouble communicating issues with</li> </ul>
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<ul style="list-style-type: none"> <li>- Sisterhood             <ul style="list-style-type: none"> <li>- Even throughout remote learning, we've been able to maintain sisterhood events through zoom and other fun virtual activities to stay connected</li> <li>- Virtual Big/ Little</li> <li>- Senior Send Off via Zoom</li> </ul> </li> </ul>	<p>the chapter</p> <ul style="list-style-type: none"> <li>- Fiscal Responsibility (members)</li> <li>- Bonding between MC's             <ul style="list-style-type: none"> <li>- Need to add more events that promote emotional connections between member classes</li> </ul> </li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>- Senior Experience             <ul style="list-style-type: none"> <li>- Expand this program to keep seniors more involved in chapter</li> </ul> </li> <li>- Work with Greek Chapters to Promote Greek unity</li> <li>- Opportunity to Embrace Panhellenic Bylaws</li> <li>- PCAA             <ul style="list-style-type: none"> <li>- More events to spread awareness and raise money</li> </ul> </li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>- Chapter Accountability             <ul style="list-style-type: none"> <li>- Throughout the Greek community</li> </ul> </li> <li>- Social Distancing/ Remote Learning             <ul style="list-style-type: none"> <li>- Dynamic as a sisterhood</li> <li>- New member plan</li> <li>- Community Service outreach</li> <li>- Philanthropic events</li> <li>- Mental health</li> </ul> </li> </ul>

OFSA Assistant Director Feedback:

<p>Strengths:</p> <ul style="list-style-type: none"> <li>- <b>Community Involvement</b> <ul style="list-style-type: none"> <li>- <b>Philanthropy</b> - KD has a strong philanthropic presence on campus and has done a great job of making a popular, landmark philanthropy event.</li> </ul> </li> <li>- <b>Involvement around Campus</b> <ul style="list-style-type: none"> <li>- <b>Leadership</b> - KD member involvement in outside organizations is impressive!</li> </ul> </li> <li>- <b>Sisterhood</b> <ul style="list-style-type: none"> <li>- <b>Even throughout remote learning, we've been able to maintain sisterhood events through zoom and other fun virtual activities to stay connected</b> - the chapter did an amazing job keeping new members and sisters connected during remote</li> </ul> </li> </ul>	<p>Weaknesses:</p> <ul style="list-style-type: none"> <li>- <b>Communication</b> <ul style="list-style-type: none"> <li>- <b>Throughout the Greek Life Pause there was trouble communicating issues with the chapter</b> - it is always hard communicating with a chapter with such a large number of members; <u>is there a way the chapter can engage members when sending out information to ensure more members hear the message?</u></li> </ul> </li> <li>- <b>Fiscal Responsibility (members)</b> - <u>does this pertain to dues and paying them on time?</u> I would work with the financial chair to develop a personalized plan for each member - it is possible some members could have difficulty affording or paying dues. KD could also look at some</li> </ul>
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<p>learning - best practice!</p> <ul style="list-style-type: none"> <li>- <b>Virtual Big/ Little</b></li> <li>- <b>Senior Send Off via Zoom</b></li> </ul>	<p>financial literacy workshops to help members personally.</p> <ul style="list-style-type: none"> <li>- <b>Bonding between MC's</b> <ul style="list-style-type: none"> <li>- <b>Need to add more events that promote emotional connections between member classes</b> - your NME plan has a lot of great events; <u>can any of these be made into chapter-wide events rather than just new member class?</u></li> </ul> </li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>- <b>Senior Experience</b> <ul style="list-style-type: none"> <li>- <b>Expand this program to keep seniors more involved in chapter</b> - this is definitely an opportunity to continue expanding on since this was the first year; this is definitely a strength as well! Senior retention is also a community issue and KD has been taking a proactive approach to improving it.</li> </ul> </li> <li>- <b>Work with Greek Chapters to Promote Greek unity</b> - this is great! Partnering with other chapters to hold programming and events is a great way to reach more people effectively. I encourage you to work with organizations from all 3 councils.</li> <li>- <b>Opportunity to Embrace Panhellenic Bylaws</b> - great, many are in line with your HQ policies already, so it should be a smooth integration.</li> <li>- <b>PCAA</b> <ul style="list-style-type: none"> <li>- <b>More events to spread awareness and raise money</b> - I suggest looking to see if there are any organizations on-campus with a similar mission and partnering with them!</li> </ul> </li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>- <b>Chapter Accountability</b> <ul style="list-style-type: none"> <li>- <b>Throughout the Greek community</b> - <u>how can KD positively contribute to holding other member chapters accountable?</u></li> </ul> </li> <li>- <b>Social Distancing/ Remote Learning</b> <ul style="list-style-type: none"> <li>- <b>Dynamic as a sisterhood</b></li> <li>- <b>New member plan</b></li> <li>- <b>Community Service outreach</b></li> <li>- <b>Philanthropic events</b></li> <li>- <b>Mental health</b></li> <li>- Though this can certainly be seen as a threat, KD has done a fantastic job managing the transition to remote learning. Keep in mind that no one is experiencing a 'normal' right now, and any effort KD has been making is worthwhile. The chapter will work with OFSA as we begin to plan for the fall semester to see how the chapter can continue to move forward.</li> </ul> </li> </ul>

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## Concluding Summary

Kappa Delta excelled this past academic year. The chapter spent significant time reflecting and looking at its internal processes and procedures and made improvements to help the chapter continue their momentum. I encourage the chapter to explore intentional partnerships to make an impact on the Lehigh community as a whole. I am confident this chapter is prepared to adapt to changing circumstances in the community and will set an example for Greek organizations on campus. Great work!