

## Chapter Year End Report 2019-2020

### Assistant Director Feedback Report

#### Chapter:

Phi Sigma Kappa

#### 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:

Phi Sigma Kappa believes that the response from the administration to pause Greek Life is understandably justified given the accelerated increase and concentration of chapter citations. In addition we believe that despite the necessity of its implementation, both the execution of and the impact caused by the Greek Pause was overall a detriment to chapter improvements. Speaking in regards to our organization, it harmed vital operations, disrupted several pre-planned community service events, strained internal and external brotherhood relations. Speaking more broadly based on what we have observed, the Greek Pause ultimately perpetuated negative perceptions of the Lehigh Administration that already existed within the community. Despite these obstacles, there were some accomplishments. During this period, we took time to revise the standards process (which is our internal judicial system) as well as reevaluated our recruitment strategy and new member education. It is our hope that we will have the opportunity next academic year to have a greater positive impact on the community, and for us to have greater opportunities to achieve that goal should another pause occur.

OFSA Assistant Director Feedback:

The reaction to the pause is understandable and the perception it may have caused of the Lehigh Administration. Has the chapter taken time to reflect on how it was a part of the solution and not the "problem?" It is great the chapter did use the time to work on some internal operations such as their standards board which could, in turn, help them be a part of the solution. Certainly it seems that the chapter is ready to return to campus and make a positive impact!

## 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"> <li>• Our organization does well in recruiting quality, well rounded men who are involved leaders in their extra curriculars.</li> <li>• Our organization is very active in the community with community service and philanthropy.</li> <li>• Our organization does well in cultivating relationships with alumni and on-campus organizations.</li> </ul>	<p>Weaknesses:</p> <ul style="list-style-type: none"> <li>• Our organization did not have good academic standing this year with one of the lowest GPAs on campus</li> <li>• Our organization typically has a low recruitment yield. Factors as to why are mentioned in the "Threats" section.</li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>• Our organization sees many of our weaknesses as an opportunity to improve.</li> <li>• Our organization can explore revising recruitment strategy for the summer to fit a virtual environment during the pandemic.</li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>• Our organization is threatened periodically with under capacity status because of our size.</li> <li>• Our organization has observed that the men we want associated with our chapter are not interested in joining any greek chapter because of the stigma surrounding it.</li> <li>• Our organization believes a continuation with online education reduces the appeal of becoming a member.</li> </ul>

### OFSA Assistant Director Feedback:

<p>Strengths:</p> <ul style="list-style-type: none"> <li>• <u>How can the chapter recruit both quality and quantity?</u></li> <li>• Agree that the chapter does well in both community service and</li> </ul>	<p>Weaknesses:</p> <ul style="list-style-type: none"> <li>• Chapter is aware and working on this.</li> <li>• I would encourage the chapter to look at these weaknesses as areas of</li> </ul>
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philanthropy. • <u>What are some new organizations you could partner with?</u>	growth. <u>How can PhiSig learn and grow as a chapter from them?</u>
Opportunities:  • Seems the recruitment strategy has been working! May need to continue with it in the fall.	Threats: • The chapter did a great job in recognizing potential threats. • <u>How can the “never joiners” be the catalyst to positive change?</u>

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## Concluding Summary

Phi Sigma Kappa is a chapter that is on the rise. They have a long history at Lehigh University and are working to ensure that they continue on this campus and are providing a premiere experience to their members. They have recognized both their strengths and weaknesses and are creating plans to work through them, while utilizing the available resources. They are continuously open to feedback from advisors and are always asking questions. They have shown to be innovative in their approach to virtual philanthropy and recruitment, which may give them a leg-up in the fall semester as they prepare for what comes next. They have a lot to be proud of while recognizing that there is still much work to be done.