

## Chapter Year End Report 2019-2020

### Assistant Director Feedback Report

#### Chapter:

Pi Beta Phi

#### 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:

Throughout the pause, our main focus was to come together and focus on helping our Greek leaders create a plan that revolved around the betterment and progress of the entire community. We are very proud that two of our seniors, Morgan Gillies as Panhellenic President and Isabel-Gage Marshall as Panhellenic Vice President Administration, helped guide both our own chapter and the entire Panhellenic community during and after this time. While many of our activities had to be cancelled, Pi Phi continued with chapter business during the pause in order to be prepared for success when it was eventually lifted. We held chapter wide meetings, each appropriately requested, and submitted minutes to OFSA each time. Our chapter meetings included pause updates, conducting the process to install our Member Conduct Committee, and general check in's with chapter members. General members joined our Chapter President and Panhellenic Delegate at every Panhellenic meeting and we attended each meeting called by OFSA as needed. We were prepared for each meeting and were dedicated to ensuring that our general members remained updated and informed as changes were made to the proposed plan. We really wanted all of our members to be involved because the pause affected each and every one of us so many of these meetings involved encouraging members to brainstorm ideas and proposals to discuss as a chapter. During these meetings, it was evident that our members were extremely passionate about making the much needed changes to the Greek life community in order to ensure the longevity of our chapter as our discussions were detailed and focused on the future instead of being hung up on the past. Several aspects of the Panhellenic plan that was ultimately proposed (ex. Social Responsibility Committee) was even proposed by a Pi Phi member during one of these meetings, and brought to a Panhellenic meeting discussion. After the initial draft of the plan was presented to chapter leadership our Panhellenic Delegate, Sarah Hancock, presented it to our entire chapter to continue the initial discussion and offer a platform for our general members to voice any concerns or comments they may have. After the pause was lifted, the plan was presented by our Director of New Member Experience to our new members and again by our Chapter President Tracie Dinh. After the pause was lifted, we hosted other Panhellenic Chapter Presidents for brunch where they were all able to relax after a stressful time and enjoy a meal prepared by our house chef while also having a productive conversation on pertinent topics. Overall, our chapter was receptive of the plan because it fell in line with Pi Beta Phi HQ's risk procedures. Prior to the pause our chapter was already focusing on adhering to these risk procedures more closely, so implementing the aspects of the plan will be a great continuation and complement of our own internal efforts. In addition, we are happy to announce that two of our current juniors were inspired by general member involvement during the pause, so they applied to be on Panhellenic Exec and will be serving as the VP Finance and VP Judicial this upcoming fall. We look forward to seeing their collaborative work with the other Panhellenic Exec members in order to help the Greek community emerge and succeed after the spring pause and current pandemic.

## OFSA Assistant Director Feedback:

It is great to see that Pi Beta Phi utilized the time during the pause to reflect and work towards a common goal of bettering the community they are in. Hosting chapter meetings so as not to lose that connection was a good use of time as well. Having strong chapter leadership on the council was helpful as well and allowed for them to have a strong voice in the plan submissions. How does Pi Beta Phi plan to continue this work post pause and pandemic? It may be easy to lose sight of the progress made due to current events. It may not be a priority, but good to ensure the progress continues. Hosting all Panhellenic chapters for brunch is an amazing idea as well to promote community and relationship building outside the chapter.

## 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><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>- Our chapter is proud of our successful and well thought out philanthropy events throughout the year</li> <li>- We have strong sisterhood bonds which are developed through events and daily interactions</li> <li>- The diversity in both backgrounds and campus interests adds a great level of perspective within our chapter</li> <li>- Many members are involved in leadership positions within the chapter and throughout many other organizations on campus             <ul style="list-style-type: none"> <li>- Within our chapter we will have 2 members on Panhel Exec (VP Judicial and VP Finance) and 4 members as Rho Gammas in the upcoming year. This past year, we had 2 members on Panhel Exec (President and VP Administration) and 3 members as Rho Gammas.</li> </ul> </li> <li>- Continuous support for each other within the chapter</li> <li>- High levels of involvement within the Lehigh community</li> <li>- Fostering a setting for academic success and support</li> <li>- Involvement within the Bethlehem community</li> </ul>	<p><b>Weaknesses:</b></p> <ul style="list-style-type: none"> <li>- We have some trouble with member accountability and sometimes suffer from low participation for events, however we plan on working on these issues by rejuvenating the “Member Conduct Committee” (standards)</li> <li>- Our risk management has not always been as great as we hope it could be, but this is being addressed by the new Greek Life plan / Pi Phi HQ risk plan, and increased transparency between the chapter leadership team, the chapter, AAC, Regional Team, Headquarters, and our OFSA advisor</li> </ul>
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<p>Opportunities:</p> <ul style="list-style-type: none"> <li>- Strengthening alumni relations in order to help sisters transition into the real world post grad, and allow current members to see the benefits from remaining a sister even after college.</li> <li>- Offer networking events to not only help each member professional develop, but also increase chapter engagement</li> <li>- Continue using valuable information learned from College Weekend and Convention in order to promote chapter initiatives and boost enthusiasm</li> <li>- Complete webinars offered by HQ and offer them to all chapter members</li> <li>- Learn from our new Chapter Supervision Officer in order to better ourselves as a chapter in all aspects.</li> <li>- Learning from past mistakes in order to show HQ and Lehigh how we have grown and developed as a chapter through new initiatives</li> <li>- Continue strengthening accountability and risk management as we embrace and practice the new Greek life plan</li> <li>- The COVID-19 pandemic will be an opportunity for our chapter to discover inefficiencies and fix them             <ul style="list-style-type: none"> <li>- If we are remote in the fall, we will have the opportunity to incorporate new virtual sisterhood events which we have learned from other chapters during Panhellenic Council meetings</li> </ul> </li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>- After a mistake made by FHC (Pi Phi Housing Corporation), we have an unexpected financial burden upon us which we will need to mediate over the next coming semesters. This is one of the reasons our dues continuously go up.</li> <li>- In relation, dues continuously going up outside of our immediate control (other factors such as a natural increase in expenses) may lead to more resignations because of financial hardships</li> <li>- There may be a potential increase in resignations due to financial hardships caused by the COVID-19 pandemic</li> <li>- While it is also an opportunity, COVID-19 forcing an additional remote semester may make it hard for us to maintain those amazing bonds our chapter has fostered over the last few years</li> </ul>
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#### OFSA Assistant Director Feedback:

<p>Strengths:</p> <ul style="list-style-type: none"> <li>• Pi Beta Phi has a lot of strengths that can ensure chapter success.</li> <li>• <u>How do these strengths set Pi Phi apart from the community in a positive way?</u></li> <li>• These can be a great way to recruit and let your chapter shine.</li> </ul>	<p>Weaknesses:</p> <ul style="list-style-type: none"> <li>• <u>How can being open and honest about our weaknesses help us better our chapter?</u></li> <li>• Member accountability can be hard and awkward. <u>How do we hold members accountable properly without compromising sisterhood?</u></li> <li>• Using the various support systems such as OFSA, HQ, and alumni can be very helpful!</li> </ul>
<p>Opportunities:</p> <ul style="list-style-type: none"> <li>• There are a lot of opportunities! It is great to see Pi Phi recognize them!</li> <li>• <u>How can Pi Phi work towards those</u></li> </ul>	<p>Threats:</p> <ul style="list-style-type: none"> <li>• <u>This may not be easy given the current climate, but what are some fundraising efforts Pi Phi could do?</u></li> <li>• Creating meaningful alumni</li> </ul>

in the future? Post pandemic?

- It might take a little bit of harder work because of the uncertain future.
- Pi Phi is already aware of that and it is good to start planning for various scenarios.

relations could also be helpful.

- Financial hardship is not easy, but what are some budget areas where Pi Phi could cut back? This could be hard, doing more with less, but might be beneficial.

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## Concluding Summary

Pi Beta Phi, despite facing some hardships in the past year, has worked hard and proven that they offer a strong and unique sorority experience on Lehigh's campus. They have taken continuous feedback from many areas in order to learn and grow together as a chapter and are able to come together to face challenges when faced with them. They have shown proactiveness and resiliency. There are many more challenges to come and feedback has been provided to ensure Pi Beta Phi continues on an upward trend and they have the passion and drive to do so. Great work, Pi Phi!