

## Chapter Year End Report 2019-2020

### Assistant Director Feedback Report

#### Chapter:

Theta Chi

#### 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:

The greek pause certainly had our Chapter reflecting our own actions and whether we were really acting properly and presenting ourselves in a positive manner. We realized there were a lot of things our Chapter could do to improve. The pause had us go through an entire by-law review where we made some much needed changes. We evaluated the state of our standards board and realized we needed to make changes that even in the short term greatly benefitted the Chapter. Our Chapter came together to work on and produce a new new member education program. We are very proud of our new member education program and although we have not been able to utilize it as we wished this year we will continue to see what works well and does not so we can improve it in the future. The most profound thing I noticed during the greek pause was the resolve and dedication of our Chapter. We were not allowed to hold any social or recruitment events during the pause and these are generally thought of as defining characteristics for a fraternity. Despite this none of the members lost their interest in the Chapter and only worked to help end the pause. I was very pleased with the Chapters overall response as many members sought to contribute to ending the pause and forming a plan that would improve greek life and our Chapter. When the plan was finally finished the Chapter took it well and we look forward to continuing to implement the plan.

OFSA Assistant Director Feedback:

It was apparent that during the pause Theta Chi did a great deal of reflection and took time to analyze organizational operations to improve the chapter as a whole. It should be noted that Theta Chi was one of the first chapters at the table to contribute to the plan and was proactive in making an individualized chapter plan for themselves. They

are also one of the only chapters that took the opportunity to attend open IFC exec meetings. It is very promising that the entire chapter seems to be on board to implement the new plans from the chapter and IFC - motivating members to work towards a common goal will help Theta Chi thrive and succeed through the future changes.

## 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>- Academics</li> <li>- Campus involvement</li> <li>- Internal governance</li> </ul>  | <b>Weaknesses:</b> <ul style="list-style-type: none"> <li>- Keeping seniors involved</li> <li>- External relations               <ul style="list-style-type: none"> <li>- We feel our relations with other fraternities are not great and this is something we would like to work on.</li> </ul> </li> </ul> |
| <b>Opportunities:</b> <ul style="list-style-type: none"> <li>- Recruitment               <ul style="list-style-type: none"> <li>- This has traditionally been a very volatile aspect of our fraternity. We had a great year for recruitment this year, but it is coming off two years of lower numbers. We need to work to figure out what worked this year so we can continue it in the future.</li> </ul> </li> <li>- Community service and philanthropy</li> </ul> | <b>Threats:</b> <ul style="list-style-type: none"> <li>- Low recruitment numbers</li> <li>- Members acting improperly and reflecting poorly on the chapter</li> </ul>  |

### OFSA Assistant Director Feedback:

|  |  |
|--|--|
| <b>Strengths:</b> <ul style="list-style-type: none"> <li>- <b>Academics</b> - it is clear the chapter made this a priority this past year, and had swift action when they</li> </ul> | <b>Weaknesses:</b> <ul style="list-style-type: none"> <li>- <b>Keeping seniors involved</b> - this is a challenge for all organizations on campus. Think of what incentivizes a</li> </ul> |
|--|--|

|   |  |
|---|--|
| <p>noticed a decline in overall chapter GPA. Keep up the good work!</p> <ul style="list-style-type: none"> <li>- <b>Campus involvement</b> - the chapter is well represented in other campus organizations and governing bodies.</li> <li>- <b>Internal governance</b> - great job in reviewing internal operations and finding areas of growth.</li> </ul>   | <p>senior to stay involved - often it can be easy to disconnect once members move out of the house.</p> <p><u>What can the chapter do to give seniors a sense of responsibility towards the chapter?</u></p> <ul style="list-style-type: none"> <li>- <b>External relations</b> <ul style="list-style-type: none"> <li>- <b>We feel our relations with other fraternities are not great and this is something we would like to work on.</b></li> <li>- Finding ways to partner with other fraternities will be great in fostering relationships. A service event or program could be a great place to start. I also encourage the chapter to partner with Panhellenic and CGC organizations.</li> </ul> </li> </ul>            |
| <p>Opportunities:</p> <ul style="list-style-type: none"> <li>- <b>Recruitment</b> <ul style="list-style-type: none"> <li>- <b>This has traditionally been a very volatile aspect of our fraternity. We had a great year for recruitment this year, but it is coming off two years of lower numbers. We need to work to figure out what worked this year so we can continue it in the future.</b></li> <li>- The chapter had phenomenal recruitment numbers this year - when looking at what you did well, be sure to include efforts during the fall semester. Reflect on what your fraternity provides that is unique to your organization.</li> </ul> </li> <li>- <b>Community service and philanthropy</b> - the chapter has great standing relationships with South Bethlehem organizations and should continue those. An opportunity could be to reach out to organizations that have similar</li> </ul> | <p>Threats:</p> <ul style="list-style-type: none"> <li>- <b>Low recruitment numbers</b> - recruitment numbers can be unpredictable each year, especially as we don't know the implications of the pandemic. Thankfully, membership increased this year for Lehigh fraternities. <u>What can Theta Chi do to promote the values of their organization to continue to attract members on campus?</u></li> <li>- <b>Members acting improperly and reflecting poorly on the chapter</b> - though it is impossible to control the actions of individual members, Theta Chi's work and revamping its judicial system should help hold members accountable and in turn have them participate in an educational experience.</li> </ul> |

|  |  |
|--|--|
| values or missions as your national philanthropy and partner together on some initiatives. |  |
|--|--|

---

## Concluding Summary

|  |
|--|
| <p>Theta Chi was a standout fraternity this past year. The chapter made significant strides in improving its overall standard operating procedures. The work the chapter has done this past year including an overhaul of the judicial board, completely rewritten bylaws, intentionally creating a positive environment in the chapter house and creating a brand new new member education experience has been a catalyst for success and change in the organization. I encourage the chapter to look into collaborating with on-campus organizations and to tap into its vast alumni network to see what programming and professional development opportunities could be beneficial to members and students on campus. Great work!</p> |
|--|