

Name	Chapter	Action
Michael Wangerman	Omega Upsilon	Better utilize Microsoft Teams to allow for better leadership transitions and communication. Try to establish a better culture for the brotherhood to further benefit members.
Sebastian Collins	Zeta Phi	Bring unity to EC, build a trust network. Make info more accessible by offering Canvas and other platforms that are easy to use. Offer ways to motivate and incentivize involvement in the chapter.
Morgan Grace	Beta Zeta	More member engagement and impact and a more cohesive and effective executive board
Gracianna Campbell	Delta Iota	I want to work with my brothers to develop a vision and mission statement for the chapter, so that everyone can contribute to setting strategic plans and building a chapter that best fits everyone's different needs
Jack Ready	Beta Eta	I want to use motivators, incentives and fun to boost morale in my chapter for more engagement and attendance. Making events like recruitment have engaging activities so that brothers are motivated to come.
Elsa Klubberud	Upsilon Chi	My desired change I would want to bring about would be to engage brothers further in DSP by making weekly meetings more impactful, with more value and add activities

Kevin Henderson	Beta Omega	Going back to Miami, I am really looking forward to continuing the improvements we have made and further attending DSP national events. In addition, I hope to create a strategic plan that aims to grow our chapter with the next five years. The purpose is so there is a form of continuity through years of transitions instead of a reset each semester
Tisha Kothari	Xi Pi	I would like to have a larger chapter, at least 50 or more people who are engaged and also feel value from our Xi Pi chapter of DSP
Lyla Allen	Alpha Xi	I want to encourage more holistic attendance so people come because they want to, not just because they need the attendance points.
Reilly Morgan	Delta Tau	I want to create an open environment where people are comfortable coming forward with any issues they may be having. I also want to create a lasting impact for DSP within our campus
Allison Benson	Beta Iota	I want to increase member engagement and a sense of commitment in the chapter, and especially within our executive board.
Rushil Changer	Beta Kappa	Simplify our chapter ops w/o reducing the quality of our programming. Want to make it as easy as possible for exec to put on the events that they want to with the funds that we have. I think consolidating chapter ops into one platform makes it much easier and is the first step.

Airemie Wetzel	Epsilon Iota	<p>I want to use Birkman's method to better understand my brothers' needs and apply the leadership styles that work best for individuals.</p> <p>I also want to implement agendas to keep everyone on task and prepared for the business we discuss.</p>
Ashlee Leighty	Gamma Sigma	<p>I want to put emphasis on the culture of my chapter and lay a solid foundation that future presidents can look back on and take inspiration from. I want to be seen by my brothers as a formidable and respectable leader, and one who was able to manage such a large, diverse group and hone their strengths. Along with influencing them, I also want to motivate brothers to get the most out of DSP</p>
Melissa Espinoza	Epsilon Phi	<p>The impact I want to bring back is participation of all members. To do this I will implement some of the team bonding activities I have heard other chapters do. As well as having a one-on-one with each member to see where they stand individually and what goals they hope to achieve as a member.</p>
Sarah Eifel	Rho Chi	<p>I really liked the hands-on team building activities like the name game, finish line, and facilitator prompts. I would like to bring these back to my chapter to encourage engagement and brotherhood</p>

Kaitlyn Coffey	Epsilon Omega	<p>I want to change my execs' engagement so they are more involved and wanting to do things.</p> <p>I was really impacted by the Birkman's information, it made me see things in a new light.</p> <p>Overall, the outcome from this weekend was great, I had fun and learned a lot. I would love to see my chapter come to lead and more events like this</p>
Avril Mauro	Sigma Omega	<p>I want my chapter to feel motivated in all our pillars. Right now, brotherhood is strong, but our three pillars are equally important and can use more engagement. This is in regards to events, initiatives, databases, etc.</p> <p>I want my EC to set a good example for the chapter and represent ourselves at our events.</p> <p>I want my chapter to feel motivated and comfortable with where we are going after I step down.</p>
Elise Wolf	Epsilon Zeta	<p>I thought the Birkman was very interesting. I want to use that to learn more about my chapter and tailor our meetings/events, etc. to better fit the chapter. I also enjoyed listening to some of the ways other chapters bring in a brother/social aspect to their meetings, so I would like to use some of the ideas like a funny thing that happened.</p>
Ramzi Maducdol	Eta Chi	<p>The outcome I have received in this program is a well established foundation of organizational leadership and a better understanding of how people work with each other. The change that I want to bring about in my chapter is a shift in mindset in how we see the bigger picture.</p>

Emily Woockman	Eta Pi	<p>Outcome: It was really good meeting others and learning that they are facing similar issues. I now know that I have others who are in my corner and are wanting me to succeed and vice versa.</p> <p>Impact: The weekend has kind of fired me up for this upcoming semester. I want to take what I have learned and apply it to my chapter.</p> <p>Change: I want to increase engagement in my group. I want to have the chapter want to do things rather than being told they have to.</p>
Aaron Hirst	Eta Upsilon	<p>Change the style of exec. Meeting. Keep it lighthearted at first. Implement those random questions if you could only listen to one artist the rest of your life.</p> <p>Talk more actively with student engagement team. Make several officers get familiar with student engagement.</p> <p>Figure out who the next president will be.</p> <p>Inspire and ask new pledges what role they would be interested in.</p> <p>Inspire people for LEAD. Difficult conversations about finance and fundraising.</p> <p>More fundraisers</p>
Jacob Good	Epsilon Xi	<p>I want to change how we meet pledges and learn about them. We haven't really learned much about them so I learned from other chapters on how they learn more about their pledges.</p>

Madeleine Williams	Zeta	Impact of the program: gaining a better understanding of people's needs/stress Change to bring about: Adapting the way I communicate with exec specifically to what suits them best. Boost motivation by understanding incentives that would work well for their character type
Anthony Biones	Beta Omicron	One of the biggest changes I would like to bring about is understanding a lot more to the executive boards of my chapter, to look for long-term goals as my chapter is fairly new and having a goal is key and essential to a successful chapter. Finally, I want my chapter to continue to grow as we have been very successful during the past two semesters
Thomas Carroll	Phi Chi	I would very much like to change my facilitation style. I very much like to take an active role in things, but I realize it is in my chapter's best interest if I take on a more traditional facilitation. I would also like to change my chapter's PNM voting system to be based on a point system like some of my fellow presidents in my small group have.
Molly Langman	Gamma Kapp	Be more of an organized facilitator at exec and chapter meetings by creating detailed outlines. Want to ensure all execs are doing their jobs fully, through weekly check ins, while also allowing freedom to create new things. Assess our landscape to brainstorm new/improved ideas for the chapter

Kjersti Warwick	Alpha Nu	<p>I want to raise the standards of our chapter in who we recruit, how we recruit, what we expect in attendance, how we present our chapter, etc.</p> <p>I want to see some immediate changes in the next 30 days-attendance 60 days-better recruitment plan with higher expectations</p> <p>I would also like to see more total engagement, not just from execs, in the next 9 weeks of the quarter, pulling other brothers up to engage/present to the chapter.</p>
Gianne Chairiello	Nu	<p>The outcome I want is more engagement and excitement around events. Brothers are all there for each other constantly, so I want them to be excited just beyond social or recruitment events.</p> <p>Having difficult convos around what the chapter wants to see with professional, DEI and fundraising events.</p> <p>Maybe an anonymous survey from execs to general chapter can allow for a better experience.</p> <p>Perhaps making it more apparent that we are recruiting brothers that wish to be involved!</p>
Alannah Romero	Omicron Sigma	<p>Have weekly exec meetings; have point system; fundraiser chair; social chair; weekly newsletter/weekly calendar slide update; update GC</p> <p>I want DSP at my school to be more structured and organized in how we operate. This in turn will create more informed members which will result in greater engagement and participation as people are aware at any events/updates well in advance.</p>

Nohemi Media	Omicron Phi	Assess facilitation style; remind chapter that DSP is more than an org on campus. Get funding from school/work with college or business to host events campus-wide Understand what EC will need from me and respond accordingly
Stephen Maresnik	Nu Sigma	Explain how big DSP really is; create committee for marketing; merch chair; innovation committee; more social events (brothers brunch) and more; video appreciations for new pledges; more alumni events-"alcohol attracts alumni" so maybe at a brewery; host event with women in business and other women led groups on campus to increase women population in Nu Sigma Point system for attendance
Ion Zhang	Xi Omicron	Point system; support from rest of exec; encourage participation; send more people to events; strategic planning; transition documents; making sure everyone buys in; pay dues on time;
Brandon Newman	Tau Psi	Encourage closer bonds w/national events-get people to LEAD and have them return two times. Practicing DEO-beyond bias training Developing leaders within the fraternity chapter-executive training/teambuilding
Nate Loving	Omicron Pi	After hearing from a lot of other chapters of how they maintain their attendance and what happens if a brother does not show up to events or even that happens when they do show up. Learning these different methods would be a great addition to my chapter to help with involvement

Joe Mensen	Omega Phi	I want to increase chapter engagement towards all events. I will do this by working close with exec and established committees about the important topics I have learned here. I want to introduce people to the Birkman, and show how different people respond to different stressors. I want to change the Omega Phi culture by increasing social events to encourage a sense of brotherhood which we lack.
Kayla Guyton	Nu Upsilon	I want to ensure that I am paying attention to my exec team's personalities to know how to be most efficient and effective with our time and duties. I may look into having everyone take Birkman
Maiwand Zahin	Pi Tau	Since our chapter has been inactive recently, I want to get it back running to the right direction. I will make sure that every chapter member who joins the chapter maintain their commitment towards the chapter goals. I will also work on social media to reach more students and encourage students and friends to join DSP. I will also share my president academy experience with them and explain how impactful national events are for networking and overall chapter success
Breanna Brewer	Zeta Omega	Refining communication skills among exec and members Encouraging brotherhood and building engagement at events Re-identify our chapter's competitive advantage to better relay that during recruitment
Arav Jain	Rho Sigma	I want to focus on unity and business education. As we have an immensely large number of seniors, it is important to make sure the fraternity is headed in a positive direction as the newer students take leadership roles moving forward.

Nevan Malwona	Gamma	Increase alumni connections, relations and events Increase corporate connections for professional events Increase overall chapter cohesiveness
Tatiana Alvarez	Eta Theta	My chapter experienced some issues and received no help from Central Office when it came to Lead refunds. Also we have struggled with recruitment
Michael Whitford	Gamma Iota	I want brothers to feel that they have created lasting relationships through DSP both within the chapter and beyond as well as be more confident and prepared in their business endeavors
John Pasey	Gamma Epsilon	I want to help double our member count from 8 to 16 and to spread the name of our group across campus. But most importantly, to help develop our chapter to be independent and strong
Erika Higgins	Gamma Lambda	I want to prepare the chapter for when I leave. Fall 2020 and Spring 2021 most brothers graduated without an action plan and we are still recovering. Also we have not had a district director in almost a year. We could use the support.
James Buskirk	Xi Upsilon	I would like for my chapter to bring in more recruits and keep a better "staying" power in doing so. I also want to encourage my execs and brothers to take initiative and voice their opinion more comfortably and more.
Austin Houpscht	Epsilon Theta	I want our chapter to focus on recruitment and advertising since we are a small chapter, having an increased number of brothers would greatly benefit our chapter.
Teresa Le-Vu	Psi	Bring more attention to leadership opportunities. More clear communication between standards board and exec.
Aisha Ali	Alpha Chi	Tracking effective methods and implementing strategies that increase professional and identity-based diversity within our organization, continuing to meet/exceed our standards of previous recruitment cycles

Karia Grijalva	Kappa Nu	Having more difficult conversation with members and exec Understanding each other (brothers & exec) and our work style/schedule Building better communication Building trust/strong relationships within exec
Aubrey Thomas	Eta Tau	I hope to bring back respect (or how to respect) with difficult conversations, staying on task and overall respect for my President
Kevin Peterson	Gamma Eta	I would like to see more time for networking and discussing what other chapters are doing so I can bring those ideas back to my chapter. I feel like having some breakouts on effective leadership could've been useful as well.
Lesly Medina	Gamma Phi	Building a strategy based on everyone's goals and vision to improve commitment and drive Communicating intentionally and effectively with people in order to get the most out of everyone
Kiersten Johansson	Zeta Psi	I would like to unify my chapter's values and goals for the future.
Enas Jawad	Iota Phi	I would like to increase member engagement within my chapter by facilitating better meetings and including the vision and mission of our fraternity in our discussions more often
Eric Schneider	Kappa Psi	I want to rekindle the recruitment efforts we had before this term. ???Can't read the rest
Sierra Leahy	Kappa Tau	I want to create a culture in exec from what I have learned here through lodestars, navigating difficult conversations, as well as navigating different personalities in needs, which will ultimately translate and trans pond into our chapter
Caroline Kracke	Beta Lambda	Create a canvas page for chapter communication Get to know exec members interests/stressors, etc. (Birkman) at the beginning of a new term before semester picks up

Paavan Patel	Iota Omicron	One outcome I want the most in my chapter is increase the number of dues paying members in my term as the president
Kayla McNulty	Theta Upsilon	How I personally lead and by knowing my strengths I can mold to better reach a majority of my chapter
Nathan Donne	Iota Upsilon	Better quality meeting trainings; more fundraising-sponsors; alumni career link for brothers
Oman Rivers	Omicron	To hold myself and my exec up to a higher standard of operating to ensure we succeed as a chapter
Logan Larochelle	Kappa Pi	I would like to improve our professional connections within my chapter
Julia Lin	Pi Sigma	Fundraise \$500 during my term as well as general audit to reduce overall expenses (recruitment materials, overall expenditures). Set the standard for engagement and bring retention back up, spark passion within EC and brothers to maximize their impact and progress of the fraternity. Get off guidance! Meet national standards and make terms of good standing clear and easily understood.
Alex Truitt	Theta Lambda	Focusing on addressing question of how the EC team can provide value that is fulfilling and engaging to the brothers at our weekly chapter meetings. Also focusing on how, I as president, can empower my EC to accomplish that goal. I will be focusing on being a resource to them and providing them the direction needed to accomplish our goals. Also focusing on understanding that there are people with less EC experience that may need help in the beginning
Andrew Haynes	Pi	Enhance engagement and unity by refining the recruitment and pledge ship process while focusing on select great people and cultivating relationships

Kara Leinenwever	Omicron Psi	<p>Creating a mission and value statement that aligns with our chapter and helps us achieve our goals this semester.</p> <p>Goals: attendance and fundraising</p> <p>Actions taken: ask exec what they think the mission should be.</p> <p>Reinstate committees and have the committee reach the mission</p> <p>check-in with execs and committee heads</p>
Hannah Branstetter	Sigma Psi	<p>I want to clearly define my chapter's strategic plan that best benefits the needs and desires of all chapter members to guide the decision-making process.</p>
Nishant Sheh	Sigma Upsilon	<p>I want to improve our chapter's alumni relations.</p> <p>Steps: create a refined alumni database.</p> <p>Send scheduled newsletters giving updates on what the chapter is up to.</p> <p>Plan consistent alumni events.</p> <p>Focus on holiday open networking sessions between chapter members and alumni.</p>
Rishita Babu	Zeta Mu	<p>I want to change/impact the engagement levels in my chapter as well as making sure the brothers feel heard and their feedback is valued. I also want the bonds of the brothers to be strengthened. I plan on doing this by having more one-on-one and more opportunities for the brothers to be involved such as leadership opportunities, not just for E.C. board, also by having more bonding opportunities, more socials and ways for anonymous feedbacks.</p>
Katya Ivanno	Sigma Phi	<p>I want to focus our chapter back to pursuing professional and career excellence. There has been a significant decrease in professional event attendance and interest.</p> <p>Action plan: understand the chapter's business and career interests (Google form); create more exciting, new, challenging (competition like) events; during GBM, focus interactive questions/discussion regarding internships, career, personal development</p>

Heather Robinson	Pi Chi	I want to build a united chapter of brothers who utilize all that DSP has to offer. I want to change the structure of our exec team. I will do this by using strategic planning tools, understanding members personality needs and having difficult conversations
Victoria Shapper	Rho Upsilon	Create and facilitate a cohesive executive committee where we stand united and all work towards a common goal. Implement this through a "spring 24 goal" and create a strategic plan to get there.
Emily Kim	Lambda Sigma	I want my executive committee/directors to feel empowered to make an impact in their roles. I also want to set specific expectations for the board and chapter as a while going forward. Having EC/D present workshops/trainings on topics brought back from LEAD, Presidents Academy, etc.
Richie Zhai	Sigma Tau	Create compelling opportunities and community for upperclassmen, particularly members of the class of 2025, to have better engagement. Target what class of 2025 is looking for and tailor activities to what they want
Olivia Caracciolo	Pi Rho	Getting brothers to be more engaged outside of chapter meetings. Tie our values into everything we do to remind brothers why we are here. Allow the eboard to have more teaching time/lead more brothers
Maddie Wess	Lambda	Accountability and focusing on verbal/written commitments on exec. Incorporate fun things at the end of chapter (got ideas from other chapters). Incorporate President's Academy curriculum via workshops for exec and possibly the whole chapter
Daisy Abrego	Theta Omega	Having rough conversations with officers and setting effective, realistic expectations for the semester. Bring back strong professionalism within the chapter. Reward business dress

Emily DeRupa	Kappa Rho	The general impact I'd like to make is to truly shift DSP to be more professional and efficient. To start with this I, as president, will be making a more detailed-task list for each position so I can focus on moving our chapter forward. Once less of a workload is on me, I will work with the student engagement office to alter our chapter accreditation program. I would like to shift us out of the social organization events being required to optional and adding professional events onto our requirements. This will help us recruit more people and affiliate us more with the business school, not IGC. Doing this will professionally advance us.
Tiffany Nguyen	Lambda Phi	To be able to better hold our brother's accountability and their actions. Using the plan we learned during "navigating difficult situations" and having those conversations.
Paul Teter	Epsilon Kappa	Create meaningful connections with brothers and business faculty. "Formalize" the operations of chapter meetings Reach out to professors with freshman classes to speak to and work with in order to recruit.
Saanvi Shreesha	Theta Chi	More emphasis on professionalism/seriousness. Following through with goals (set at beginning of semester), especially events
Keller McBride	Nu Phi	Going back to my chapter I am going to spearhead our exec team meetings. I will make sure that we meet at least 2 times per month. This will help us to grow closer together and have a better idea of what is going on. I also want to go back and talk less, give others the opportunity to speak up.

Emmi Katz	Lambda Tau	effective chapter/ECOMM meetings-creating an agenda; creating slides to cater to individual needs; implementing activities and small groups. Erase the barrier between ECOMM and the chapter: ECOMM sit with the rest of chapter at chapter meetings; ECOMM at every event; transparency!
Sophia Obregon	Theta Phi	Bringing vision back to the chapter. Vision requires focus, planning and strategy. President's Academy has made me reflect on why I initially ran for president and has reinvigorated me.
Navpaul Singh	Mu Omega	Set up agendas to make brothers more prepared for chapter meetings. Create an opportunity for people to offer feedback based on how they learn. Work more on being aware of different learning styles and implement them into meetings/events
Javier Calles	Tau Chi	Establishing a strong foundation backed by focus, operations and culture. This includes improving morale, efficiency, and effectiveness (meetings, engagement, recruitment, outside chapter involvement-alumni/faculty/inter-chapter)
Alexa Osorio	Lambda Pi	Making meetings with the general body and exec more efficient; talking through implementing an agenda for a meeting with times on when everything will be covered throughout the meeting.
Julia Kotuniuk	Mu Psi	Re-evaluate current chapter operations to increase professionalism, to bring in corporate sponsors by the end of 2024. Have a more formal recruitment by adding more events and changing the voting structure.

Christiana Patton	Rho Phi	I want to create, strengthen and improve my chapter's culture. I also wish to find ways to motivate brothers and shape their attitudes through leading by example. I want a lasting impact for brothers and show business students the valuable and unique aspects of Delta Sigma Pi has to offer. I will strive to find creative ways students acquire business skills
Rory Zimmer	Gamma Pi	I want to change our engagement levels and overall involvement. Increase our active, involved members by 50% in one year; do this making more personal connections, asking for insight/feedback and leading by example.
Michaela Florence	Mu Pi	I will improve the focused lodestar at my chapter by creating clear goals that align with the mission and vision of the fraternity. By the halfway point of the semester, the exec team will have used feedback from the chapter to create a strategic plan and SMARTIE goals for the remainder of the our term (ending Dec. 2024)
Sanurog Barobhuiya	Upsilon Omega	I would like to see our chapter gain sponsors and receive at least \$1,000 in pledged sponsorships. By doing this, we can actively lower brother dues and improve our programming and the resources we have available. This will keep the fraternity within each for all, more inclusive of all, regardless of socioeconomic status.
Jake Orthober	Nu Tau	I want to create and implement a personalize professional development training program for brothers that are willing to commit to it.

Olivia Thomas	Psi Omega	I would like to see all or at least 80% of our brothers show up to our 3 recruiting events. I would like to take a survey on what brothers want to see change in our chapter, and at the end of the semester, take another survey to see what we accomplished for them and what we were not able to accomplish, and adjust accordingly in the next semester. I would also like to fundraise \$1,000 over the course of this semester
Addie Freedle	Mu Rho	I hope to implement effective methods to increase recruitment to at least 20 new members each semester, consistently. This will be done through the development of a committee in the next semester that will discuss ways to produce the same amount of effort each semester. Within this, we will also better discuss recruitment criteria and gpa requirements to ensure equity while overall diversifying our chapter
Natalie Gardner	Theta Kappa	I hope to create an incentive plan that increases engagement by at least 50%. I would like to add a section on the application where people can tell me who influenced them to join the most so that brothers hard work doesn't go unnoticed.
Grace Kaplan	Omicron Omega	I would like to increase engagement. Events involving comm serve, fundraising, DEI, professional etc. should excite members. It starts with the E board. Sparking that interest with fun and creative events with giving plenty of time in advance to have people come. I plan to motivate the chapter to attending and having weekly checklists for E-board to complete each week.

Simar Kaur	Omega Chi	I would like to increase brother engagement at events by 30% throughout this year. This can be done by providing incentives to attend events and also making events more engaging for brothers. To achieve this goal I am planning to talk with event-planning board positions and VPCO to have things planned out in advance and also find an efficient way to send out reminders for events.
Deesha Patel	Nu Xi	I want to bring more quality members into DSP. Our pledging/recruiting process is not that strict and hard and it can come off in a sense that DSP is not something that needs to be worked for and I want to change that. I would rather have quality over quantity even if it means our recruitment numbers are relatively lower the first semester.
Samer Sader	Beta Sigma	I want to increase involvement by implementing different committees and opening up executive meetings to core members. I was primarily thinking of a DEI committee. I also want to implement a group calendar and weekly check
Harsha Sirigina	Chi Psi	The change I want to bring about is having more structured and productive exec meetings. Hopefully, by having a pre-planned agenda, we can accomplish more during our meetings. Additionally, the agenda can be provided to the chapter to hopefully cause more brothers to come to exec meetings.
Emma Carlton	Zeta Theta	I want to begin to delegate more. I will do this by recognizing the (unique) strengths of individual members/officers and utilize those skills to help improve our chapter overall.
Emily Carson	Delta Epsilon	I want to create more engagement in my chapter. I would like to bring about more of a long-term outcome.
Jennifer Obiri-Yeboah	Epsilon Chi	I want to continue to grow the participation of the chapter in events, as well as put our organization's name more out there on campus to grow the quality of our members.

Sarah Weis	Beta Pi	<p>In 2 months, I want not only myself, but exec team to be more transparent to the chapter. In the past, this is something we struggle with. For example, as simple as telling the chapter we are still doing this plan. People love transparency. One step is to send out exec recaps to the chapter. Another action I will be taking is inviting chapter members more frequently to exec. I love seeing chapter members be engaged. Change that needs to be made is the exec members need to be transparent as well.</p>
Ambuja Sharma	Xi Rho	<p>Higher chapter engagement beyond ecomm (80% of members completing all points requirements). Teaching ecomm members how to become more autonomous in their roles In 2 months, our chapter will reach 80% of members completing all point requirements (or 50% by 2 months). Our chapter will accomplish this by incentivizing engagement through hosting a chapter-sponsored achievement celebration at the end of the semester if the percentage is reached. By encouraging chapter members to participate, hopefully, they'll find excitement by coming</p>
Julie Tulayan	Epsilon Lambda	<p>Foster a supportive environment for the executive committee to encourage consistent communication, transparency and trust among members. Revitalize engagement beyond the executive committee</p>

Divya Gada	Xi Tau	Impact/outcome: create a strategy and goals for our chapter, set a focus for our chapter. First steps: speak and collaborate with executive board and brothers to create a cohesive strategy, gather insight and values from brothers. Have difficult conversations about what our chapter struggles with and what is lacking from brothers experiences. Leverage support from e-board and brothers to come to a vision/mission
Daniel larala	Xi Psi	Outcome: increase membership and brother participation. Impact: my universities committees and be present at events on campus Change: the commitment and lack of dedication certain brothers have
Alessandro Guasta	Alpha Omega	I want to bring back the 8 steps to having difficult conversations. Our exec board could benefit from learning how to properly communicate when they are upset
Logan Tobery	Alpha Pi	I want to encourage broad engagements from all members of the organization, especially our upperclassmen. That can be facilitated by following suggestions made this weekend, like balancing motivating them with certain punishments in place. Coupling that with receiving input on events and processes from all members of the org not just the exec team.
Femi Aderindo	Lambda Nu	I want to raise member participation as well as raise unity within my chapter with a ??? around if brothers not really knowing each other, I want to incorporated a variety of icebreakers in order raise, as well as a competitive system/reward in order to go.
Aaron Morrisey	Alpha Delta	As Brotherhood chair, I want to give our chapter meaningful experiences and bring about a sense of community. I want to do this through fun events and experiences such as intramural sports and chapter retreats, as well as chapter outings after meetings.

Joe Jamiolkwski	Alpha Beta	<p>I want to bring back the new vision statement. I want to make sure everyone knows what our purpose is and why we joined the fraternity in the first place.</p> <p>A desired outcome for my leadership this semester is to get the chapter of recognition. Our chapter hasn't gotten that in a long time and it is my goal to bring it back. Also I would love to memorize the ritual to make it go smoother.</p>
Vandhan Balaji	Gamma Omega	<p>I want to assist in streamlining the "difficult conversations" to make sure we as a chapter are ready to grow in a safe and respectful manner. This starts with culture and making sure we are bringing about maturity and focus so we can improve our brotherhood. Vision statement and purpose</p>
Kate O'Brien	Alpha Gamma	<p>I want to encourage innovation within our positions. I want to give some creative freedom in event planning and ways to bring us closer together. A big focus for us this semester is alumni engagement. We need to have all alumni contact info and push for more insights with demographics to ensure we are representing the communities we serve (ex. Smeal, PSU, etc.)</p>

Avery Lash	Alpha Epsilon	<p>Realigning the chapter's focus which in turn can improve overall satisfaction, engagement, and positive culture embodiment.</p> <p>In the pyramid, focus (purpose) is defined by a group's mission, vision and goals. We need to specifically align on our mission as AE and the collective goals we all want to work towards. I am planning on having 2 conversations, one regarding purpose and the following regarding culture. Each week Ecomm will discuss and bring those thoughts to the chapter.</p> <p>Vision: improve recruitment by finding people who align with us. Embrace ourselves at the center. Continue to carry these ideals-our end vision to accomplish the initiatives set out.</p> <p>Recruitment dashboard</p>
Nathan Cook	Epsilon Sigma	<p>I want our chapter to have a greater sense of culture. We do a really good job staying on task as well as our operations. When we implement this our brothers will hopefully become more close and tight knit.</p>
Omid Kazemini	Upsilon Psi	<p>Giving our chapter an identity and culture. Planning more intimate events rather than surface level.</p> <p>Giving people more opportunities for growth and development.</p> <p>I need to not shy away from having difficult conversations</p>
Seika Dingel	Alpha Kappa	<p>Align our priorities as a chapter. We are great at innovating and bringing new ideas but direction gets lost in the process.</p> <p>Short term: start having conversations on how we can improve our chapter/possibly implement changes to our bylaws.</p> <p>Surveys, conversations, etc. to help to know the chapter more-could use more help on the situation</p> <p>Cater to more individual</p>

Elyse Whittemore	Alpha Eta	Our chapter has grown drastically over the last year, bringing together many different personalities. I would like to focus on identifying the needs and stressor of my brothers to ensure they feel welcomed, know their opinions are valued and are able to develop relationships with other brothers. The culture in our chapter has shifted a lot over the last semester; however, we still need to work to make sure everyone knows everyone, rather than have cliques. Additionally, I think we have good chapter engagement, but I want to work to make sure people are participating because they want to not because they get points. We need to show the benefits outweigh the time and effort you devote to it.
Marriana Sayen	Pi Omega	Talk to PODS about experience about PA. Ideas for events (ex. Corporate sponsors); inactive executive committee members.
Gracelyn Barrois	Gamma Tau	I want to increase membership as well as encourage current member participation and foster a renewed passion for the brotherhood. I will try to improve communication to be more open and faster responses by going to a new messenger app as smoothly as possible. I want to make sure officers are understanding the things they are responsible for and are held accountable. I will use positive reinforcement to implement these changes.
Isabella Villegas Leal	Xi Phi	Maintain and improve brother engagement; make brothers and pledges more involved and related to the fraternity as a whole; educate pledges more about expectations; do events that brothers are actually interested in; continue Google form feedback about events and resources they have or want; encourage participation on LEAD, GCC-use and promote CLF; continue to connect and bring alumni to exchange experiences and get advice.

Ashlie German	Kappa Omicron	This semester, I want to focus on member engagement-incentivizing and motivating members; bringing us back to our mission/purpose and remembering our history. To do this, I want to make sure exec members feel comfortable and supported in their roles so that we can all work as a team.
Aidan Downey-Lamprey	Gamma Upsilon	I want to increase chapter engagement . I will do so by setting standards for what is expected of brothers. I will also ensure a successful recruitment to start the semester with high energy.
Samuel King	Upsilon	My action plan for this upcoming semester is to maintain our strong recruitment and to promote diversity, equity and inclusion.
Jonathan Eberle	Kappa Omega	Increased marketing efforts through means beyond word-of-mouth. Focus on motivating general members by describing why we are doing what we are doing. I will also continuously improve my leadership style between VPs.
Nicholas Taylor	Iota Mu	The outcome of presidents academy will allow me to help exec at my chapter become more organized. We need a few new small victories to let us get more overall buy-in from our members. Agendas & purpose; recruitment updates; switching to slack
Jacqueline Wilson	Iota Nu	I want to improve how we educate new members about our specific chapter's activities and requirements. I also then want to expand that into an academic plan that future exec committees can use
LiAn Dambrine	Alpha Iota	I want more engagement and feeling of brotherhood amongst the whole chapter
Mikena Palumbo	Iota Pi	I would like for our chapter to create our own personal mission and vision statement that represents our chapter. I hope that these would guide us in our pursuits and goals.
Megan Lamastra	Iota	I want to motivate and inspire brothers to not only attend more events, but build a lasting community of brotherhood that goes further/deeper than weekly chapters.

Jordyn Dixon	Kappa	I want to have all members engaged and involved in DSP. Whether it's by joining a committee or running for a position, each member should have some impact on moving fraternity goals forward. Three week deadline to connect!
Oliva Zimberg	Alpha Zeta	I want to bring about a closer bond between younger and older brothers. As our chapter continues to grow large, I do not want the close affiliation and family feel to disappear
Mathew Harrison	Alpha Rho	Bring a better balance and mesh of my chapter. Balance between DSP and life, and mesh between groups. Concept gives something our chapter has really lacked in the past few semesters
Kyle Kramer	Alpha Theta	I want to generate an environment within our chapter that makes everyone feel included and involved. With such a large chapter, it can often feel hard to find your group or your people! So I, along side the rest of the exec board, will work to create an environment where everyone feels like they have a place to belong.
Mike Ethridge	Alpha Upsilon	I want to bring about a chapter that is unified in a shared goal of growth and never settling for a life that is less than the one we're capable of living.
Elle Stevens	Alpha Sigma	I want to work on building better relationships with the active and new members. I think this will motivate them to show up on a regular basis. I want to include more small group and fun activities during chapter. Overall, I want to create a more welcoming environment.
Matt Peters	Beta Epsilon	I want to focus our recruiting season on more freshmen and sophomores to help bring in members with more stake in the fraternity
Hamza Azeem	Rho Tau	I want to overall increase brother motivation and activeness within the chapter through small incremental changes that are natural and not forced

Colin Bagot	Theta Sigma	I would like to bring out more motivation and engagement outside of meeting minimum requirements
Roberto Lemus	Alpha Omicron	I want to make a positive impact in our fraternity by getting CMP done on time and at the same time motivate brothers to participate in the various activities we put on during the semester
Derrick Albarron	Iota Chi	Getting more members involved in events and in running for positions on exec team. We've struggled in past semesters getting people to run for some positions, so finding ways to get more people running would be ideal.
Johanna Kinser	Upsilon Phi	Take active steps to research and plan a team bonding group activity with the chapter. This will increase brotherhood morale
Isa Baron	Gamma Psi	Create a space where everyone feels valued and has the opportunity to contribute to the chapter. We have so many driven and excited brothers and it's important to make sure they have an appropriate outlet for their passion (committee or chair position) or they will feel frustrated or give up.
Ryan Contreras	Beta Upsilon	The outcome that I want to take back and grow in, is my personability with the chapter. I have learned how important it is to lead my chapter, but also offer support and really get to know the people who make my role what it is. I have seen the importance of connecting and creating deeper relationships with the people I work around. I want to grow in this skill and continue to build my leadership skills from impactful conversations

Iram Emdad	Zeta Lambda	<p>I want to introduce a new and higher standard of professionalism in my chapter, by implementing aspects in our day-to-day lives as brothers and our chapter meetings. The plan for implementing this is introducing this idea to the chapter and gaining support from the brothers. Then, it will be easier for things to be implemented and goals to be honored. Additionally, I want to improve my chapter's inter-chapter relations by meeting with other presidents, facilitating meetings with other chapters and encouraging joint activities. I have introduced myself to fellow presidents and gotten the ball rolling, so I hope that this goes well.</p>
Kristen Craven	Epsilon Upsilon	<p>The main desired outcome of this term is to increase membership when I get back to campus. I will be working with my chapter to ensure we have a good recruitment week by going over a variety of topics such as how to successfully table and give an in-class presentation. A hard conversation I will be having is going over the expectations for recruitment. I will not just focus on the "why" but the other questions other people focus on. I will leverage the variety of knowledge my brothers have from their experiences to market and go over logistics of recruitment. We need to look at how other chapters do strategic planning in order to improve our strategic plans. We need support from the college faculty for college resources.</p>

Matthew Quattrocchi	Delta	<p>I would like the chapter's overall attendance to improve, as well as place an extra emphasis on the professional aspect of the chapter to maximize the benefits of the fraternity for our brothers. Attendance will follow a stricter program, which will detail mandatory events and minimum requirements to avoid repercussion. Our professional events will be aimed host more panels than individual speakers from company events and to focus more on skill building such as professional , AI, etc. We would also like to do headshot photos in the near future. To influence a greater participation in the chapter, I plan to maximize the utilization of committee's and inclusion during meetings. I'd also like to incorporate more social media marketing this semester through the webmaster and marketing committee.</p>
Sean Curran	Epsilon Rho	<p>There are three primary impacts I would like to make in my chapter in my final semester as president. First, I'd like exec to be more desirable, fulfilling and effective at delivering to the chapter. As a president of this, I'd like us to introduce a strong serious 2024 pledge class that can learn from our graduating seniors. Lastly, I hope to aid in increasing professionalism and professional achievement amongst brothers. I have began to see the beginning of this evolution, but am looking forward to more great elements in the future.</p>
Jubin Joseph	Zeta Xi	<p>The problem I want to work on is recruiting. The first step would be to improve our tabling, having more people at busy times on campus. Work on our social media presences, make business cards. A difficult convo I'll need to have is for my chapter to be involved more during recruiting time. I think the way I facilitate and my relationship with my chapter is great, because they all listen to me and show their best around me.</p>

Claudia Cruz	Delta Omicron	<p>I want to increase member participation and re-inspire people about DSP. I'll do this by first sharing my experience and knowledge that I gained from President's Academy. I want to ask more open ended questions that give me better insight to people's personalities and interests, so that I can learn how to better work with them and include their interests. I'll have to have difficult conversations with E.C. members that have not been doing their responsibilities to the fullest. I'll adjust my facilitation style by being a better listener and encouraging more people to speak. I would like more support from my DDs and RVP to help inspire members.</p>
Rae McDonald	Delta Sigma	<p>During me term, I aim to boost brother engagement to further increase our attendance. When I return on campus, I will plan for our EC to continue recording their events in the calendar for the semester (which will be done by the end of the month), discuss having more committees/assistants, and create plans for brothers to interact with each other during our chapter meeting. Something I have incorporated to get to know my chapter better are President PEWs where I meet with individuals one-on-one. I think the most difficult conversation within our chapter will be coming to a consensus on our expectations for one another. I will adjust my facilitation style by calling on people during our EC meetings to make sure everyone is engaged. To develop a strategic plan, our brothers need to develop a better sense of community in order to work with each other optimally. I will need support from every member as I would not be in this role without them and I must have their trust to lead with purpose</p>

Jack Nowling	Delta Pi	<p>The desired outcome of my leadership this term is to no kill the chapter. The first steps will be to establish an exec meeting and better prepare agendas. I will get to know the chapter better through interest forms and overall coffee "dates". A difficult conversation will be about attendance and meeting on time. I might enact a point system and provide incentives for being a good brothe3r. Our chapter needs to develop a fundraising plan to attack our debt and get in good standing. I will need support from my chapter, our RVP Cody and anyone who has offered guidance at Central Office.</p>
Sarah Schrum	Chi Omega	<p>The desired outcome that is the focus of this semester is increased chapter participation. The first steps towards this goal will be to conduct meetings with individuals for their personal feedback, suggestions, and overall check-ins to be on the same page as my brothers. Communicating more will also help in leveraging the perspectives, talents and strengths of the chapter. I will have to address the physical and mental withdrawal of our brothers. The conversations will have to be adjusted to be individualized. We need to implement strategic plans for events. We need support from each other.</p>