

## Northeastern Provincial Vice President: Dan Collins

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Report for the 2020 Provincial Council

### Fall 2019 Travel and Major Conference Calls\*

Date of Visit	Event / Call Topic	Location
7/20 – 7/21/2019	Omega Chi (Drexel University) - Installation	Philadelphia, PA
7/22/2019	Fraternity Board Conference Call / Meeting	Conference Call
8/11/2019	Fraternity Board Meeting	Atlanta, GA
8/13/2019	Leadership Foundation Trustees Meeting	Atlanta, GA
8/17/2019	Fraternity Board Meeting	Atlanta, GA
8/10 – 8/18/2019	Grand Chapter Congress	Atlanta, GA
8/21/2019	Psi Omega (Capital University)	Conference Call
9/9/2019	Omicron Omega (University of Delaware)	Conference Call
9/10/2019	Phi Chi (University of Rhode Island) Chapter Meeting & Presentation of National Advisor of the Year Award	Kingston, RI
9/26 – 9/27/2019	Fraternity Board Meeting	Hebron, KY
9/27 – 9/29/2019	National Elected Leadership Retreat (Cincinnati/Oxford OH)	Hebron, KY
10/4/2019	Alpha Kappa (University at Buffalo)	Conference Call
10/8/2019	Lead School Prep	Conference Call
10/9/2019	Trial Committee Prep	Conference Call
10/11 – 10/13/2019	Syracuse LEAD School	Syracuse, NY
10/15/2019	Gamma (Boston University)	Conference Call
10/17/2019	Theta Pi (Bowling Green State University)	Conference Call
11/10/2019	Lambda Tau (Bentley University) – Initiation	Waltham, MA
11/12/2019	Fraternity Board Conference Call / Meeting	Conference Call
11/26/2019	Foundation Endowment Exploratory Call	Conference Call
12/6 – 12/8/2019	Team Northeast PVP/RVP Leadership Retreat	Burlington, MA
12/11/2019	Memberplanet Alumni Webinar	Conference Call
12/17/2019	Theta Pi (Bowling Green State University)	Conference Call
12/18/2019	Presidents Academy Prep Call	Conference Call
12/19/2019	Foundation Endowment Exploratory Call	Conference Call
1/6/2020	Foundation Endowment Exploratory Call	Conference Call
1/9 – 1/10/2020	Fraternity Board Meeting	St. Louis, MO
1/10 – 1/12/2020	Presidents Academy	St. Louis, MO
2/7 – 2/9/2020	Northeastern LEAD Provincial Conference and Council	Baltimore, MD

\*Travel since July 1<sup>st</sup>, 2019. Conference calls with more than 2 individuals, does not include 1to1 calls.

### Provincial Goals

*Growth & Expansion:* Continue to promote and explore opportunities for expansion as they arise and ensure appropriate volunteer leader support is available to assist. Aim for two or more of the existing colonies to be installed by Grand Chapter 2021 and one new alumni chapter chartered.

- There are four active collegiate colonies in the Northeastern Province; Bowie State (Capital), Northern Kentucky University (East Central), Providence College (New England), & Quinnipiac

University (New England). Exploratory discussions have been held regarding creating or reestablishing alumni chapters in two geographic areas.

- Four collegiate chapters have been installed or reactivated since March 2019; Psi Omega (Capital University: East Central), Beta Omicron (Rutgers University-Newark: Empire), Omega Psi (St. John Fisher College: Niagara), & Omega Chi (Drexel University: Eastern).

*Volunteer Development & Training:* Promote opportunities for volunteer education, training, and leadership development. Foster new and returning leaders to take on roles thereby promoting a continual growth in the leadership pipeline. Aim to ensure all collegiate chapters are served by a trained District Director.

- 55 out of 59 Chapters/Colonies are currently served by a District Director (93.2%)
- Certified Deltasig Leader (CDL) & Tightrope Risk Management training are being promoted as a standard to be attained by all volunteer leaders. Approximately 40%-50% have attained CDL, and many more have other practical training such as prior experience in an elected or appointed role, past attendance at LEADSs and training workshops, or other relevant experience.
- Volunteer Leader Training (VLT) workshops held/planned at both the 2019 Philadelphia & 2020 Baltimore Lead Provincial Conference.
- PVP/RVP retreat held in December 2019 to provide training, review province goals & direction, and share fraternal knowledge. Similar RVP/DD retreats, or other regional training and knowledge sharing initiatives are being encouraged with several in the planning stages.
- Non-District Director volunteer opportunities are also being promoted and encouraged to provide multiple perspectives ways to support fraternity and to align with individuals personal interest. Examples include presenting sessions at LEAD, committee positions, and a variety of other roles.

*Chapter Operations:* Monitor CMP performance identifying areas for support; aim for overall CMP improvement vs prior year. Place greater emphasis on assistance actions for struggling chapters where documented challenges exist.

- Encouragement, concern, & guidance assistance action letters were distributed as warranted August 2019 for 2018-2019. Included notification of multi-year missed CMP as appropriate.
- As of January 1<sup>st</sup>, 42 out of 55 Chapters remain eligible to attain CMP Accredited Tier or higher status in 2020. Of note, in 2019 only 19 chapters attained Accredited or higher status.
- (Table below): A Comparison of 2018-2019 vs 2019-2020 CMP status at the mid-year checkpoint.

Northeastern Province - CMP Average % as of January 1st each year						
As of January 1st	% AC Complete	% AC Approved	% CoR Required	% CoR Optional	% CoE Required	% CoE Optional
2018-2019	53.0	41.6	53.5	34.5	22.7	26.8
2019-2020	54.5	40.2	58.7	32.4	22.5	24.5
Variance	1.5	(1.4)	5.2	(2.1)	(0.2)	(2.3)

*Provincial Endowment:* Explore feasibility of creating a lasting provincial endowment fund in support of dedicated educational opportunities for the Northeastern Province. Area of need, grant structure, philanthropic case, and timelines under evaluation, note this would be different from the existing provincial scholarship fund.

## **Provincial Committee Goals**

Provincial committees are working in support of national committee responsibilities and goals. In addition, the following provincial goals are being reviewed.

- *Professional Development:* Review opportunities for additional engagement at LEAD via seeking presenters, potential keynotes, or incorporating added opportunities for industry/career informational discussions etc. Evaluate opportunities for collegiate brothers to take on a greater role at events where appropriate.
- *Service:* Promote National Service initiative within the province and coordinate provincial/local service activities at provincial LEAD events.
- *Awards:* Evaluate and select provincial winners of individual and chapter awards for national award review. Increase awareness, quantity, and quality of award applications.
- *Alumni Development:* Explore opportunities for alumni focused social programming in conjunction with provincial events. Support engagement by increasing awareness of and participation of alumni chapters. Work in conjunction with the professional and service committees to promote volunteer opportunities at events.

## **Provincial Notes or Highlights**

*National awards:* Six national award winners from the province were announced at Grand Chapter Congress including: Pi Psi (City University of New York-Baruch College) x3 for Outstanding Scholastic Development, Outstanding Professional Activities, & Outstanding Community Service; Alpha Theta (University of Cincinnati) for Outstanding Alumni Relations, Cincinnati Alumni Chapter for Outstanding Professional Activities, and Dr Maling Ebrahimpour, for Chapter Advisor of the Year advising Phi Chi (University of Rhode Island).

*Expansion:* As previously noted, four-chapter installations took place in spring/summer 2019: Psi Omega (Capital University: East Central), Beta Omicron (Rutgers University-Newark: Empire), Omega Psi (St. John Fisher College: Niagara), & Omega Chi (Drexel University: Eastern). Provincial growth continues with an additional four active colonies and several other expansion inquiries on a priority list.

*Chapter Discipline:* There were two new discipline investigations which resulted from deviations to approved pledge education policy and operations resulting in terms of probation. Several other chapters ended prior discipline actions during the term. While overall this is an improvement, having even one chapter with allegations of impropriety is too much. Most of our chapters behave according to our ideals and follow approved policy, however when we have those who do not, it presents challenges to us as a fraternity to demonstrate our added value to our university partners. This is particularly true given continued societal changes and trends in the collegiate/Greek life world. Therefore, a continued discussion, education, and emphasis on following all approved operational policies and general risk management education will continue to be important for us a fraternity.

---- End of Northeastern Provincial Vice President Report ----

## Capital Regional Vice President: Monica Monroe

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Fall 2019 End of Semester Report

### Regional Overview

The primary focuses of the Fall semester were: to continue to improve on the leadership and mentorship of the chapters. We have successfully filled each DD position this semester with extremely promising leadership in the region! Each senior DD has been extremely active in their communication and interactions with their chapters, which has had very positive impact on chapter communication and CMP efforts.

We continue to see more leadership involvement and congealment between the chapters and their DDs. The goal is to constantly keep improving the communication of the leadership team and the chapters so that there is more unity and strength in the region. The capital leadership team plans to meet in the spring to go over next year's goals and how we can better assist the chapters

This year, the region has been quiet with disciplinary actions, which is always wonderful to report! We do have some chapters that are on guidance due to small numbers and initiations being low, however the chapters are taking a great approach and really concentrating their efforts to improve those situations.

We welcomed 52 new brothers into the region this fall! With Bowie state still striving to achieve their goals as a colony, we anxiously await them joining us as well! Their chapter has become more stable and active on their campus, albeit, we would love to see them connect more on a national level.

### **Notable Travel & Planned Travel\***

<b>Date of Visit</b>	<b>Chapter</b>	<b>Event</b>	<b>Location</b>
02/08/19	National Event	LEAD	Philidelphia, PA
03/31/19	Mu Tau	Risk Management Presentation	Fairfax, Va
04/12/19	Epsilon Kappa	Spring Initiation	Shepherdstown, WV
08/14/19	National Event	GCC	Atlanta, GA
09/27/19	National Event	Volunteer Leadership Training	Cincinnati, OH
10/11/19	National Event	LEAD	Syracuse, NY
12/06/19	Provincial Event	Provincial Leadership Retreat	Boston, MA

\*Does not include all phone/e-mail communication

## Capital Region Leadership Team

Role	Name	School	Chapter
District Director	Phuong Hoang	University of Maryland	Gamma Sigma
	Chis Pitzer	Shepherd University	Epsilon Kappa
	Marvin Boone	Howard University	Iota Rho
	Johnny Au	George Mason University	Mu Tau
	Stacey Jordan	George Washington University	Xi Rho
	Karen Murtaugh	Frostburg State University	Omicron Chi
	Stacey Jordan David Mazur	Bowie State University	Colony

### Regional Goal Summary

#### **Build a more unified leadership team – In Progress**

- Have more frequent one on one communications with individual leadership members: i.e. phone, e-mail or in-person conversations.
- Find a communication structure that fits well with myself and DD's. I would like to see the DD's talk more to each other!

#### **Create a platform for more unified undergraduate chapter communication & activity- In Progress**

- Five out of the seven schools in the region are within about an hour drive or less of each other, the other two schools are within a 2-4 hour drive.
- Each chapter has mentioned they would like to see more inter-chapter activities in the region.
- There is interest in hosting joint initiations for Fall 2020 semesters.
- There is also interest in holding joint philanthropy and social activities in the future. Slowly putting together a committee for this.

#### **Review alumni structure & recruitment- In Progress**

- **DC Metro Alumni**
  - Cultivate more local alumni involvement and chapter activity
  - Recruit recent graduates to attend regular chapter meetings and to be active in their roles
- **Shepherdstown Alumni**
  - Increase national fraternity involvement
  - Recruit recent graduates to attend chapter meetings and to actively take a role in the chapter
  - Increase community presence
  - Increase interest in the undergraduate chapters
  - Promote chapter cohesiveness and unity
- **Frederick Alumni Chapter (not yet established)**
  - Establish an alumni chapter in the Frederick, Md area by early 2020
  - Cultivate and grow the alumni base there
  - Have an extremely strong presence nationally and locally

---- End of Capital Regional Vice President Report ---

### 2019 Year End Report

#### Regional Summary

Throughout the most recent year, the East Central Region seems to be relatively calm. For the most part, there haven't been many issues to address. However, there aren't too many instances that set the region apart from others. Nonetheless, there is still excitement for what some are accomplishing and for what others are capable of doing and the opportunities ahead of them. Some chapters have quietly begun their climb to becoming the best chapters in the region. Others have had missteps, but are working to address those shortcomings.

Fortunately, I have had the opportunity to visit with every chapter and colony in the region at least once this semester by way of on-campus visits, a Skype session, Initiations, and LEAD schools. During these visits, I have been able to have a variety of conversations with collegiates, alumni, and colony members. Some conversations are quick and to the point, while others are deep and thought-provoking. I have been fortunate enough to have Brothers realize that I am here to serve and feel comfortable enough to come to me with questions and to have meaningful conversations about what they/their chapters are going through.

All collegiate and alumni chapters in the region were able to send at least one attendee to LEAD Provincial in Philadelphia this past Spring, GCC in Atlanta, and to either the Detroit or Lexington LEAD Schools this Fall semester. Understandably, chapters opted to attend the Detroit or Lexington LEAD Schools instead of Syracuse due to the shorter travel distance. These later LEADs also allowed for more in-depth discussion regarding recent changes to Ritual and those that are on the horizon with our Pledge Education Program.

With the recent changes to our Initiation, I found it important to make myself available to chapters to help answer any questions. With plenty of luck and support from family, friends, and alumni, I was able to see every chapter perform Initiation. We were able to address any and all questions that came up that left everyone with a better understanding of our Ritual. Throughout the region, many Brothers voiced their support for the new single ceremony citing its efficiency, effectiveness, and ability to keep the focus on what makes Initiation special.

In regards to other happenings in the region in 2019;

- A colony was officially formed at Northern Kentucky University last Spring.
- The Cincinnati Alumni Chapter hosted their 5<sup>th</sup> Annual Central Office Open House in celebration of Founder's Day. Although attendance was lower than previous years, there were more opportunities for one-on-one conversations with attendees. Also noteworthy, Brother Justin Allen (Epsilon Lambda – Rochester Institute of Technology) made the drive to attend!
- Regional events took place this past Spring and Fall. Last Spring, before a Columbus Blue Jackets hockey game versus the Edmonton Oilers, Brothers attended a panel discussion with Blue Jacket front office professionals. This Fall, before a Cincinnati Reds baseball

game versus the Arizona Diamondbacks, Brother Jacob Swartz (front office professional with the Reds) took those in attendance on a small behind the scenes tour that culminated with an on-field photo.

- A regional Instagram account (dspeastcentral) was created to complement the regional Facebook group (East Central Region – Delta Sigma Pi).

Moving forward, the chapters and region as a whole seem able to achieve stability where needed, remain stable overall, and primed to move forward in regards to operations and performance in the coming year. As mentioned earlier, there is excitement for what is to come and I look forward to seeing our Brothers achieve it!

### **2019 Travel/Visits**

<b><i>Date(s)</i></b>	<b><i>Event(s)</i></b>	<b><i>Location</i></b>
2/8-10	Northeastern Provincial LEAD	Philadelphia, PA
3/2	East Central Columbus Blue Jackets Outing and Professional Event	Columbus, OH
3/30	Psi Omega (Capital Colony) Installation	Columbus, OH
3/31	Alpha Omicron Initiation	Athens, OH
4/12	Epsilon Tau Initiation	Dayton, OH
4/13	Alpha Theta Initiation	Cincinnati, OH
5/4	Theta Pi Initiation	Bowling Green, OH
8/13-18	Grand Chapter Congress	Atlanta, GA
9/6	Xi Upsilon Information Session (Skype)	Findlay, OH
9/8	East Central Cincinnati Reds Outing and Professional Event	Cincinnati, OH
9/26	Northern Kentucky Colony Meeting	Highland Heights, KY
9/27-29	National Volunteer Leadership Retreat	Cincinnati, OH
10/11-12	Northeastern LEAD School	Syracuse, NY
10/18-19	North Central LEAD School	Detroit, MI
10/20	Psi Omega Initiation	Columbus, OH
11/1	Xi Upsilon Initiation	Huntington, WV
11/2	Cincinnati Alumni Chapter 5 <sup>th</sup> Annual Central Office Open House	Oxford, OH
11/3	Theta Lambda Initiation	Cincinnati, OH
11/8	Epsilon Tau Initiation	Dayton, OH
11/8-9	Southern LEAD School	Lexington, KY
11/10	Alpha Omicron Initiation	Athens, OH
11/13	Alpha Upsilon Initiation	Oxford, OH
11/15	Nu Initiation	Columbus, OH
11/16	Alpha Theta Initiation	Cincinnati, OH
11/20	Theta Pi Initiation	Bowling Green, OH
12/6-8	Northeastern Provincial Leadership Retreat	Boston, MA

**Anticipated 2020 Travel/Visits**

<b>Date(s)</b>	<b>Event(s)</b>	<b>Location</b>
January – February	Theta Pi Chapter Visit	Bowling Green, OH
2/7-9	Northeastern Provincial LEAD	Baltimore, MD
Mid-March	Potential Regional Outing	?
May – June	Northeastern Provincial Leadership Retreat	Boston, MA
8/14-16	National Volunteer Leadership Retreat	Cincinnati, OH
9/20	East Central Cincinnati Reds Outing and Professional Event	Cincinnati, OH
10/9-10	North Central LEAD School	Indianapolis, IN
10/30-31	Northeastern LEAD School	Boston, MA
11/7	Cincinnati Alumni Chapter 5 <sup>th</sup> Annual Central Office Open House	Oxford, OH

**Regional Leadership Team**

<b>Position</b>	<b>Name</b>	<b>Chapter</b>	<b>School</b>	<b>Location</b>
District Directors (DD)	Julie Hermes	Nu	Ohio State University	Columbus, OH
	Sammy Geroulis	Alpha Theta	University of Cincinnati	Cincinnati, OH
	Kenneth Wepler	Alpha Omicron	Ohio University	Athens, OH
	Mary Miracle+	Alpha Upsilon	Miami University (OH)	Oxford, OH
	Andrew Bare+	Epsilon Tau	Dayton University	Dayton, OH
	Kyle Rinderle	Theta Lambda	Xavier University	Cincinnati, OH
	Shannon Jordan*+	Theta Pi	Bowling Green State University	Bowling Green, OH
	Kristoph Lederer*+	Xi Upsilon	Marshall University	Huntington, WV
	Monica Ramey	Psi Omega	Capital University	Columbus, OH
Amanda Meeker*+	NKU Colony	Northern Kentucky University	Highland Heights, KY	
Awards Committee Chair	Sam Shaheen			
Awards Committee Members	Elizabeth Mahar			
	Kevin Wright			
	Emily Mott			
	Lucas Da Costa E Silva			

\*Denotes no previous position experience

+Denotes new to chapter

**Regional Goals/Initiatives**

- ***Intra- and inter-regional communication***
  - I am looking to encourage and improve communication and collaboration between chapters (alumni and collegiate) within the region as well as with nearby chapters in neighboring regions. I am promoting use of the ‘East Central Region – Delta Sigma Pi’ Facebook group for the sharing of ideas/activities/events. I also created an Instagram account (dspeastcentral) and would like to branch out to other forms of social media to

provide various avenues for brothers to quickly communicate things going on within the region. I have also encouraged Brothers to join/follow the national fraternity's social media outlets. In addition, I plan to continue the organization and promotion of regional events that have both professional and social aspects. Events in the past have included baseball and hockey games. In order to better serve the region, I plan to create a committee to assist in the organization, promotion, and execution of social media and event initiatives.

- **Chapter, personal, and professional growth**
  - Depending on each chapter's unique situations, I am assessing where I see opportunities for improvement while also addressing where they would like to see their chapters go. In short, no matter how many things a chapter does well, I am looking for them to challenge themselves to seek improvement before it is needed. Various chapters have done this by holding themselves accountable for their mishaps, challenging themselves to be Chapters of Excellence, and/or improving what they can when they can.
- **Adherence to ritual**
  - Though the recent change to our Initiation was met with friction from many Brothers initially, chapters seemed to take on the challenge of memorization no less seriously. They also seemed to better understand what the aims of the changes were after performing the ceremony and learning that not much, if anything, was really lost with the move to the single ceremony Initiation. Based on what I witnessed this semester, I believe all chapters are not only able, but willing to perform our ritual as designed and intended. At this point, I will work with District Directors as a resource to ensure they help continue best ritual practices and improve those that are lacking.
- **Risk Management**
  - I would like to emphasize to chapters the importance of understanding risk management and see that they take a proactive approach as a chapter to ensure they are adequately managing their risk. I would like for brothers to understand that the responsibility falls on everyone and not just the executive committee. With that said, I have noticed many chapters being proactive in their efforts to address their (potential) risk management issues and being more open with the issues they are facing.

### **High Risk Items**

- Alpha Omicron is currently on routine Fraternity Guidance having recently completed their University and Fraternity Probation.
- Alpha Upsilon is currently on University and Fraternity Probation for a Risk Management Policy Violation. They are set to move to routine Fraternity Guidance upon completion of their Probation.
- Theta Pi has drafted a 'judicial board' to hear more serious cases against collegiate Brothers. This board does not fall within National Bylaws and Policies & Procedures.

## Chapter Summaries

### *Nu – Ohio State University*

- **Awards/Recognition**
  - Accredited Chapter
  - Regional R. Nelson Mitchell Outstanding Collegiate Chapter
  - Regional Outstanding Service
  - Regional Outstanding Financial Operations
  - Regional Outstanding Scholastic Development
- **Notes**
  - Nu is one of the better chapters in the region and could easily be a Chapter of Excellence if they apply themselves.
  - District Director does a very good job connecting with the chapter.

### *Alpha Theta – University of Cincinnati*

- **Awards/Recognition**
  - National Outstanding Alumni Relations
  - Regional Outstanding Professional Activities
- **Notes**
  - Traditionally one of the stronger chapters in the region. However, they failed to achieve Accredited last year. They should be able to achieve at least Accredited this year.
  - Brothers regularly volunteer to help with Cincinnati Alumni Chapter events.
  - Communication between me and their District Director has improved since last year, but it is still difficult at times.

### *Alpha Omicron – Ohio University*

- **Notes**
  - Alpha Omicron has completed their University and Fraternity Probation and is currently on routine Fraternity Guidance.
  - District Director has a very good working relationship with the chapter and reaches out when needing clarification/verification on something before reporting back to the chapter.
  - Chapter is very cautious in how they approach different tasks and have been proactive in ensuring old habits don't return to the chapter.
  - During my visit for Initiation, I was invited to stick around for pizza, soda, and watching a football game. During this time, I had the opportunity to speak with a few Brothers about the chapter and answer any questions they had. One Brother I spoke with

mentioned how nice it was to just enjoy the company of their Brothers instead of running out after Initiation to go get ready to go out.

- Overall, a very good chapter that has a lot of potential to be one of the best chapters in the region.

### **Alpha Upsilon – Miami University (OH)**

- **Awards/Recognition**

- Chapter of Excellence

- **Notes**

- Currently on University and Fraternity Probation for a Risk Management Policy Violation. They are set to move to routine Fraternity Guidance upon completion of their Probation.
- District Director and chapter have been working together to identify any risk management concerns so they can be proactive in their efforts.
- Some chapter Brothers volunteer to help with Cincinnati Alumni Chapter events when they take place at Central Office.
- Chapter seems determined in achieving Chapter of Excellence again.

### **Epsilon Tau – Dayton University**

- **Awards/Recognition**

- Chapter of Recognition

- **Notes**

- Chapter doesn't seem to strive to become a Chapter of Excellence. Perhaps this may be a goal of theirs in the near future.
- Chapter seems to struggle to find Brothers to attend National Fraternity events.
- Andrew Bare attended last Spring's Initiation and was appointed as the chapter's District Director this semester. He has attended various National Fraternity events and could possibly provide the spark needed to get the chapter excited about attending future events.
- District Director's professional job has increased his work travel and thus limited the amount of face-to-face time he has with the chapter.

### **Theta Lambda – Xavier University**

- **Notes**

- Brothers regularly volunteer to help with Cincinnati Alumni Chapter events.

- The University handles money accounts for all clubs and organizations. Requesting payment for dues and initiation fees generally takes a minimum of two weeks. This often causes fee payments to the Fraternity to show up as late in HUB. It is important to regularly remind Central Office of this lengthy process and remind the Chapter to send Central Office the request form with a time stamp so that appropriate approval may be granted within HUB and late fees are not charged.

### **Theta Pi – Bowling Green State University**

- **Awards/Recognition**
  - Regional Chapter Advisor of the Year (Ruth White)
- **Notes**
  - Due to my close proximity to Theta Pi, I am regularly available to attend multiple meetings and events and have done so over the past few years.
  - Theta Pi has worked extensively to understand and correct any and all past issues within their Initiations.
  - Theta Pi drafted a 'Judicial Board' to hear more serious cases against collegiate Brothers. This board does not fall within current National Bylaws and Policies & Procedures.
  - The University handles money accounts for all clubs and organizations. Requesting payment for dues and initiation fees generally delays fee payments to the Fraternity and thusly shows up as late in HUB. Central Office is regularly reminded of this process and the Chapter is also reminded to send Central Office the request forms with a time stamp so that appropriate approval may be granted within HUB and late fees are not charged.

### **Xi Upsilon – Marshall University**

- **Awards/Recognition**
  - Regional Most Improved Collegiate Chapter
- **Notes**
  - Xi Upsilon is currently on CMP Guidance.
  - Recent pledge retention issues.
  - Attempts to memorize Ritual have increased.
  - National event attendance has increased in general. However, only one Brother attended LEAD this Fall.
  - Talks have begun to possibly initiate Marshall University President, Jerome Gilbert. Alumni support is also gaining for a potential Honorary Brother in Intuit CEO and Marshall Graduate, Brad Smith.
  - Brother Preston Humphreys currently works at the University and has expressed interest in possibly volunteering with the Fraternity.

### *Psi Omega – Capital University*

- **Awards/Recognition**
  - Provincial District Director of the Year (Monica J. Ramey)
- **Notes**
  - The Psi Omega chapter was installed on March 30, 2019.
  - The chapter continues to show excitement and enthusiasm.
  - Chapter continues to have good national event attendance.
  - Small first pledge class (5).

### *NKU Colony – Northern Kentucky University*

- **Notes**
  - District Director, Amanda Meeker, is also an employee at NKU. She has been the driving force to help initiate the colony process and is in the process of handing responsibilities over to the student members.
  - The colony recently had officer elections. These new officers seem to have the enthusiasm and drive needed to move forward in the colonization process.
  - The colony currently has around 5 core members that are handling the majority of operational responsibilities. Along with help from their District Director and their Advisor, the colony seems poised to expand.

### *Cincinnati Alumni Chapter*

- **Awards/Recognition**
  - Gold Chapter
  - National Outstanding Professional Activities
  - Provincial Outstanding Alumni Chapter
  - Provincial Outstanding Service
  - Provincial Outstanding Collegiate Relations
- **Notes**
  - The Cincinnati Alumni Chapter hosted their 5<sup>th</sup> Annual Central Office Open House in celebration of Founder's Day. Although attendance was lower than previous years, there were more opportunities for one-on-one conversations with attendees. Also noteworthy, Brother Justin Allen (Epsilon Lambda – Rochester Institute of Technology) made the drive to attend!
  - The CAC also regularly enlists the help of the four local collegiate chapters in order to strengthen the bond between collegiate and alumni brothers.
  - CAC members are regularly in attendance at various local, regional, provincial, and national events.

- CAC members have been a large part of my personal support within the region. Six District Directors are CAC members. Various members have offered meals or their homes to help preserve my budget as much as possible and I cannot thank them all enough!!!!

---- End of East Central Regional Vice President Report ----

## **Eastern Regional Vice President: Nick Brown**

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Fall 2019 End of Semester Report

### **Summary:**

In my first semester as Eastern RVP, I was extremely proud of the many successes that the chapters accomplished. First and foremost, Omega Chi was installed as a chapter over the summer (July 24<sup>th</sup>, 2019) and had an incredible first semester as an active chapter – initiating over 20 new brothers in their first recruitment season. Secondly, the region did not have a single disciplinary or risk management issue throughout the semester – something we as a region are extraordinary proud of. While there are some chapters placed on guidance for CMP reasons, they are in the process of improving their standing and reaching the necessary accreditations to make good standing.

From a recruitment standpoint the region had a phenomenal semester. In their first semester as an active chapter, Omega Chi initiated 23 brothers while maintaining an 82% retention rate. Fortunately, this sense of recruitment was felt throughout the region, as the other chapters saw a 27% increase in initiated brothers compared to the 2018 Fall semester. In total, the Eastern Region saw 164 new brothers initiated in the Fall 2019 semester with a retention rate of 94%.

While the chapters put up phenomenal numbers in terms of recruitment and retention, what I was most proud of this semester was the positive attitude that each chapter brought in a semester that saw immense changes made. With significant changes being made to ritual, and the announcement of additional changes to the pledge program on the horizon, the brothers within the Eastern Region took the adjustments in stride and saw the positive way the fraternity would be affected in the future. Rather than lament the changes, the brothers embraced them and had open conversations on how they could best implement them moving forward. It's open-mindedness like this that will allow the Eastern Region to continue to grow for years to come.

As we march forward into Spring 2020 and beyond, my biggest goal is to be more of a presence for the chapters within the region. Due to family matters, I was not able to make personal visits to many of the chapters this past semester. With an open communication plan and active scheduling, I will be making it a priority to sit down with as many chapters as possible next semester to ensure they have all the tools and resources needed to make 2020 a banner year for each and every chapter within the region.

### Eastern Leadership Team

<b>Name of DD</b>	<b>School</b>	<b>Chapter</b>
Linda Fritschy-Oakes	Rider University	Beta Xi
Christina Wilson	Jefferson University-East Falls	Eta Xi
Angela Coston Jones	Drexel University	Omega Chi
Chelsea Rosengarten	Penn State University-State College	Alpha Gamma
Luke Lipari	The College of New Jersey	Mu Omega
Daniel Marder	Rutgers University-New Brunswick	Rho Tau
Daniel Palo	University of Delaware	Omicron Omega
Brennan Azevedo	St. Joseph's University	Zeta Pi
Vacant	University of Pennsylvania	Beta Nu
Vacant	LaSalle University	Epsilon Sigma

### Eastern Disciplinary Statuses

<b>Chapter</b>	<b>Status</b>	<b>Notes</b>
Beta Xi	Good Standing	
Epsilon Sigma	Good Standing	
Zeta Pi	Good Standing	
Eta Xi	Good Standing	
Omega Chi	Good Standing	
Alpha Gamma	Guidance	Plan in place
Beta Nu	Guidance	Working on 2020 improvement plan
Mu Omega	Guidance	Plan in place
Omicron Omega	Guidance	Plan in place
Rho Tau	Guidance	Plan in place

## Regional Goals

- Stronger RVP Communication and Presence
  - Due to unforeseen family matters, I was not able to be as physically present with my chapters as I would have liked. As a result, this is my top priority for the Eastern Region in Spring 2020. By having a stronger personal presence, communication with the chapters will be enhanced and it will be much easier to address situations before they turn into issues and problems. It will also serve to help identify future volunteer leaders.
- Improve CMP
  - As we currently stand, 50% of the chapters in the Eastern Region are On Guidance due to CMP issues in previous years. Upon talking to both chapter officers and District Directors, the main issue for these previous problems was a lack of knowledge of the CMP system and how to effectively and efficiently fill out forms to receive credit. With this known, there will be CMP training events planned for chapters in need of help.
- Fill Vacancies/Improve District Director Process
  - The Eastern Region currently has two officer vacancies – Beta Nu and Epsilon Sigma. With a stronger RVP presence in the next semester, I will be working with the officers of both chapters to identify potential candidates to fill these roles. For all chapters, we will work to create a list that recognizes current brothers that may have an interest in filling volunteer leadership roles as alumni upon graduation.
- Continue Progression with National Updates
  - The current state of the Fraternity is one of progress and change. The recent ritual changes sent ripples throughout the Fraternity, and brothers had a mixture of strong emotions regarding the updates. With more changes on the horizon, one of the most important goals of the Eastern Region will be to continue to take on these updates head on with a positive and open-minded attitude.

## Chapter Reports:

**Eta Xi (submitted by District Director Christina Wilson)** - Eta Xi had a strong Fall semester, and overall, the chapter is improving and growing! The chapter initiated five new brothers this Fall (there were six, but one transferred). Unfortunately, in CMP, their Fall Pledging Ceremony was not approved, because I believe one pledge did not have his online profile completed on time. This is a shame, because the chapter demonstrated their commitment to recruitment and succeeded! I am very proud of them!

Jefferson University is unique, as the school is fairly small with a large commuter population. The chapter had four brothers who attended the Syracuse LEAD School, which I was happy to hear of and know that they took much away from their experience at LEAD!

The chapter held strong Professional events and had a financial management professor speak to the chapter about stocks, bonds, and investing. The chapter also attended a how-to-build a portfolio workshop. Additionally, the chapter went to a seminar where a local Philadelphian spoke about her fashion business and how she grew it from the ground up. Community service events were very good and varied, including a Race for Melanoma and card making.

The chapter could improve with their fundraising. I am hopeful that in the Spring semester they will be able to continue to focus on recruitment, but also work on fundraising as well. Overall, the chapter had a great Fall semester and I believe they will continue to grow during their Spring semester!

Fall Numbers:

- 6 Recruits / 5 Initiates
- 83% Retention and 500% Increase from Fall 2018

**Beta Xi (submitted by District Director Linda Fritschy-Oakes)** - The Fall semester went relatively well. The chapter has a little over 50 members at this time which is on the high side of membership historically for this chapter. I find the members warm and inviting. The President and E-Board was united in its work, which I believe keeps the chapter strong and in line to accomplish its goals.

To better retain history and information, one of the biggest initiatives has been working with the chapter to utilize the cloud better and update and transfer information more effectively. Beta Xi is one of the oldest continuously run chapters in DSP and I feel their chapter history is very minimal so I have been working with some members to build that again. It's in its preemie stage but it will get there.

Fundraising – The chapter is excelling at this. The chairperson, Jaden is very motivated in fundraising and has brought this back to life over the past several semesters. A succession plan needs to be made to continue this progress for years to come.

Branding on Campus – They have been able to co-sponsor events with the business school and the university as a whole so it's getting their name out in a positive and influential way.

The E-Board was able to better shape the attendance policy that has been in place for the past year, which created and provided a better historical trail of any attendance issues. The incoming E-Board for the Spring seems to already be working together and I think they will do a great job leading the chapter.

Fall Numbers:

- 4 Recruits / 4 Initiates
- 100% Retention and 20% Decrease from Fall 2018

**Omega Chi (submitted by District Director Angela Coston)** - Omega Chi is doing a great job. They had a little rough start with their very first pledge program due to inexperience with the process, but they were able to turn it around and finish an incredibly successful semester by initiating 23 new brothers on December 7th! They have had elections for the spring exec board, and there were many newly initiated brothers making a leap from initiate to running for an exec board position.

Omega Chi has also been active with other chapters in the region such as LaSalle and Rutgers New Brunswick. With their charter presentation upcoming in February, the chapter plans on sending a healthy delegation of brothers to Baltimore LEAD Provincial Conference.

Fall Numbers:

- 28 Recruits / 23 Initiates
- 82% Retention

**Zeta Pi (submitted by District Director Brennan Azevedo)** - The Zeta Pi chapter has done well this semester. They continue to grow their presence on campus and look for ways to improve their community. They have been building stronger relationships with the faculty and their new chapter advisor in order to accommodate a new rushing policy that will affect the timing and number of new members.

Considering how small the school is, they've built the chapter into 130 members, comparable to a larger school like Penn State, and Kyle Johnson, the chapter President, is doing a great job based on our conversations.

They have been aware of the chapter management program deadlines and are striving again for chapter of excellence - the level they should have reached last year but failed to due to missing one deadline to submit a form. Lastly, they are preparing for their big annual community service event where they raise money for a foundation related to a brother's passing a few years back; it's one of their most popular events and they are able to contribute a significant amount of donations to the foundation through their efforts.

Fall Numbers:

- 30 Recruits / 30 Initiates
- 100% Retention and 43% Increase from Fall 2018

**Alpha Gamma (submitted by District Director Chelsea Rosengarten)** - The Alpha Gamma Chapter has done a tremendous job at turning around it's track record of CMP issues, and is on pace to achieve not only Chapter of Recognition, but they have a goal of attaining Chapter of Excellence this year.

These efforts include a fantastic effort by the President and Executive Committee to create new and unique events of all types, ensuring Chapter participation and continuing to better the Chapter along the way.

Fall Numbers:

- 23 Recruits / 22 Initiates
- 96% Retention and 29% Increase from Fall 2018

**Omicron Omega (submitted by District Director Daniel Palo)** - Overall I've seen some great improvements in Omicron Omega. There is a greater chapter wide visibility on campus, which has led to increased interest and support from faculty members. This semester the chapter initiated 37 new members, bringing the total chapter size to 103 brothers.

They have incredibly strong community service initiatives, primarily focused on the B+ foundation, as this is the University wide beneficiary for the annual UDance event. They also pushed out and in to the community in general thanks to a really strong base plan and push by the outgoing VPCS Brad Bacci - completing 6 events in the first semester.

There were great improvements in professional events, more involvement from faculty and staff, and really a chapter wide effort to improve those events – completing 5 events in the first semester, much improved from this time last year.

Also, near and dear to this accountant's heart, really strong improvements in budgeting and Financial management - again strong push from outgoing VPF Sara Rimmel. Implementation of an accounting software, thorough budgeting, and holding chapter members accountable for payment of dues and reimbursement submissions.

Overall, great improvements and very strong and impressive CMP push to go above and beyond national guidelines. The new eboard is looking to, as fully as possible, leverage the entire chapter in committees formally and informally to get all 103 members active and involved.

Fall Numbers:

- 37 Recruits / 37 Initiates
- 100% Retention and 106% Increase from Fall 2018

**Beta Nu** - Beta Nu had a solid semester in Fall 2019. The chapter continued to keep their recruitment efforts on par with that they have in the past, accepting the same amount of recruits (9) in Fall 2019 as they did in Fall 2018. However, they were able to achieve a perfect 100% retention of pledges this semester, a feat they should be proud in.

From a financial standpoint, the chapter is in excellent shape. They routinely take care of outstanding balances long before they become an issue, which shows amazing progress and care amongst the executive board.

At the moment, the chapter is facing a vacancy at their District Director level. In Spring 2020, it is my goal to not only work with the chapter officers to fill this position with someone they are comfortable working with, but to also help them improve their Chapter Status to Good Standing.

Fall Numbers:

- 9 Recruits / 9 Initiates
- 100% Retention and 13% Increase from Fall 2018

**Epsilon Sigma** – While Epsilon Sigma saw a small decrease in recruits this semester compared to the previous Fall, they also improved retention, initiating all 13 of their recruits. Despite this decrease, there is no reason for concern for this chapter, as their enrollment numbers stand strong at 51 active brothers.

From a CMP standpoint, the chapter continues to improve. They are on pace to achieve Accredited Chapter and continue in Good Standing with the National Fraternity. With a spotless financial record, this chapter is in good shape to continue its progress in Spring 2020 and beyond.

Like Beta Nu, Epsilon Sigma is also in search of a District Director, something we will focus on next semester to give them all the necessary resources needed to continue improving.

Fall Numbers:

- 13 Recruits / 13 Initiates
- 100% Retention and 27% Decrease from Fall 2018

**Mu Omega** – In discussions with both the chapter officers and District Director, the desire to improve and grow is evident in the Mu Omega chapter. While they saw a decrease in total recruits and initiated brothers this semester compared to last Fall, they increased retention to 100% and focused on quality brothers to add into the fold.

Like a few of the other chapters in the region, Mu Omega is On Guidance for previous CMP issues. In the aforementioned discussions, we emphasized that this was a point of focus for the chapter this year. I'm looking forward to personally working with them to help learn the ins and outs of both the CMP system and the HUB so that they can effectively submit all necessary elements and reach Accredited Chapter status.

Fall Numbers:

- 8 Recruits / 8 Initiates
- 100% Retention and 38% Decrease from Fall 2018

**Rho Tau (submitted by District Director Dan Marder)** - Rho Tau had an overall great semester. The chapter has a wonderful new class that is very diverse and talented. They have been maintaining a good relationship with our Greek Life office and there have been no issues.

The chapter has been having a lot of useful professional events with a variety of companies. Rho Tau has been maintaining involvement well with community service by having different events around Rutgers.

Officer transition went well and we have an exciting new executive board with younger members so the future involvement is looking great. The chapter is aware of being on guidance and looks forward to improving as time goes on.

Fall Numbers:

- 17 Recruits / 13 Initiates
- 76% Retention and 13% Decrease from Fall 2018

----End of Eastern Regional Vice President Report ----

## **Empire Regional Vice President Report: Charles Weening**

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Fall 2019 End of Semester Report

### **Regional Summary**

It's an excellent time to be a brother in Empire Region! The daily hustle of being in the financial heart of the world has not distracted the brothers from their fraternal duties – rather it has encouraged them to strive for Empire excellence.

Many of the schools have received national accolades this past semester for excellence in business as well as diversity. In conversations with Faculty Advisors and school administration, Deltasigs are credited with helping each campus flourish.

Empire has performed consistent to past performance on several metrics (CMP, attendance at national events). We are looking for stronger improvement there, as well as developing a robust inter-chapter and alumni relations network. More details in goal section.

Beta Omicron (Rutgers, Newark Campus) was reinstalled in April 2019. They have performed very well in their first full semester as a chapter. Related to strong performance, all chapters in Empire have been timely in payments of financial obligations. Majority of payments were paid while current and at the time of this report Empire has -0- balance to the Fraternity. Brothers, excellent job!

### **Fall 2019 Travel**

<b>Date</b>	<b>Chapter</b>	<b>Event</b>
10/11-13		Syracuse LEAD School
11/9	Upsilon Omega (Stony Brook)	Initiation
11/16	Beta Omicron (Rutgers-Newark)	Initiation
11/16	Zeta Eta (Saint Peter's)	Initiation
11/20	Zeta Eta (Saint Peter's)	New member orientation
12/5	Beta Omicron (Rutgers Newark)	Alumni panel: student to career
Visits to 2 additional chapters was scheduled, but regrettable had to be canceled for work travel		
Priority visits for Spring 2020: Kappa Rho (Adelphi), Pi Phi (Pace-Westchester), Pi Phi (Baruch)		

## Regional Goals

### CMP performance

- Every chapter to reach Accredited Chapter
- Achieve substantial progress in Chapter of Recognition
  - Especially for chapters at risk of missing Accredited Chapter (no GCC delegate etc) to demonstrate strong CMP performance
- Approach CMP as a synergy rather than individual tasks (events that cover several tiers of CMP)

*RVP promise:* Will analyze regional CMP performance by chapter 2013- 2019 YTD and share findings to overcome common obstacles

### Alumni and Inter-Chapter relations

- Ensure each chapter has accurate alumni database
- Interaction with alumni chapters (especially seniors)
- Collaborate with chapters in the region

*RVP promise:* 1—Work with every chapter to have an activity interacting with alumni (speaker, community service etc) 2—coordinate a regional event for all Empire brothers in Spring 2020

### Best practice library

- Create a digital resource to house information that will enable chapters to excel
- Will be setup so it's sustainable – accessible to chapters as officers and brother rotate through a chapter

*RVP promise:* Conduct regional survey from which chapters will create the content; have library launched in time for officer transitions

---- End of Empire Regional Vice President Report ----

## **New England Regional Vice President: Jen Huynh**

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### Fall 2019 End of Semester Report

#### **Fall 2019 Overview**

The New England Region kicked off the 2019-2020 school year with many exciting developments. Semester started off with recognition of Dean Maling Ebrahimpour, Chapter Advisor for the Phi Chi chapter, winning the National honor which PVP Dan Collins and I presented at the first chapter meeting.

Many of the 2018-2019 New England Leadership team stayed on to continue their service. New DD's joining the team range from alumni who just graduated and exhibited strong leadership qualities as students, and alumni who have done the role before now serving a new chapter or colony. While all roles are filled with at least one DD, we introduced additional assistant DD's which aid in the region's goal to build a pipeline for new, additional volunteer leadership. The intent is to have individuals who are interested in being a DD in the future shadow and train as an Assistant DD with an experienced DD before being assigned to any future vacancies.

CMP is steady with most chapters and focus remains on the chapters who received CMP Guidance or CMP Warning Letters entering the fall semester. We have three chapters under CMP guidance and one of those chapters now on disciplinary probation. The intent is to continue focusing resources for those chapters to develop actionable plans for improvement. 7 chapters and 1 colony received an ELC visit this semester as well. New England Region had representation from 8 of 10 chapters at the fall LEAD Schools (7 Syracuse, 1 outside of Northeast) There was a DD or alumni leader present at almost every initiation in New England, verifying that the new single ceremony ritual was done successfully at our chapters. Questions about the new pledge program which came up during my visits I referred to the members to attend the Spring Provincial LEAD session on the new program, and for Chapter Presidents to stay tuned at President's Academy.

Inter-chapter relations grows as the students get excited by naturally building connections within the areas where their schools are and during National events. There is especially strong communication with the Chapter Presidents as a result of Presidents' Academy. Following up on conversations during Grand Chapter Congress about hosting and bringing back the New England Rose Games, majority of the collegiate and alumni chapters have a representative in the team planning the event. A date has been set for April 4 and the location is being finalized.

Finally, New England has seen many new opportunities for chapter expansion. Providence College (established August 2019) and Quinnipiac University (established October 2019) have official colonies recognized by the fraternity with at least one DD assigned to support. There is an open inquiry at the University of New Hampshire through a brother who transferred to their business school. This would be a new state covered by New England through geography and will continue to monitor as we proactively identify, prepare, and develop leaders throughout the region to support.

## REGIONAL GOALS

### Current Goals

#### Collegiate / Alumni Chapters

- **100% representation (at least one member) from every New England collegiate and alumni chapter at National Events (in progress)**
  - Frequent reminders sent to chapters encouraging attendance
  - DD's encouraging attendance beyond minimum 1 per chapter
  - Targeting resources and sharing information to chapters which have trouble financing or historically have low attendance
  
- **Foster collaborative culture within the region through inter-chapter relations, regional events, and tools to share best practices (in progress/ongoing)**
  - Collegiate President's FB Group Chat with RVP established for quick texts and check-in
  - Rose Games planning is active with many collegiates and alumni involved. Hoping this will be executed fully and sustain an annual opportunity for members to interact beyond their own chapter
  - Seek feedback in spring 2020 on building a space where chapters can log best practices, share documents, etc. (i.e. Google Drive, DropBox, etc.)
  
- **Target resources to collegiate / alumni chapters based on key needs by learning about each chapter and its culture (in progress)**
  - Hosting 1-1 calls with DD to understand chapter culture and key needs as of August/September 2019 (8 of 12 DDs completed)
  - Seeking best method to drive communications c with Presidents to have more contact and visibility (i.e. monthly conference call, email, group chat, etc.)
  - Driving additional communication with alumni chapters going into spring 2020
  - ***Target spring/fall 2020 educational opportunities related to supporting transitions to new pledge program and new ritual***
  
- **Maintain 30% or more of Accredited Chapter Level for New England Collegiate Chapters. Increase number of Recognition and Excellence Chapters by at least 1. (in progress / ongoing)**
  - 2018-2019 Year only 3 chapters reach Accredited Level, with one of those chapters reaching Chapter of Recognition and one of those achieving Chapter of Excellence. Many chapters were very close to meeting Accredited and it is realistic for a few more chapters to reach Accredited and the chapters which reach accredited to meet recognition or more.
  
- **Drive awards participation, recognition of our chapters and individuals, early promotion of the COY program (in progress / ongoing)**
  - Every chapter nominated a COY, but only 5/10 had a complete application for review
  - Prepare and encourage chapters for spring 2020 chapter awards
    - Increase collegiate award applications submissions to 80% (60% in 2019)

## Colonies & Expansion

- **Drive expansion and growth of the New England Region (in progress)**
  - Provide resources to current and active colonies
  - Explore opportunities for expansion through a pipeline to drive 1-2 colonies each year after active colonies are installed as chapters
    - *Providence College (RI)* - active colony recognized and set up in hub
    - *Quinnipiac Colony (CT)* - active colony recognized and set up in hub
    - *University of New Hampshire (NH)* - following up spring 2020 on progress
    - *University of Hartford (CT)* - as a current graduate student I can seek out background on what is needed to establish for future timing
- **Drive connection between colonies and chapters to encourage early integration into a culture of inter-chapter relations in New England (in progress)**
  - Added Presidents of Colonies to Presidents Group Chat
  - Planning to highlight/introduce colonies and expansion during 2020 LEAD Provincial Regional Meeting

## Alumni Engagement and Leadership Development

- **Identify additional, new volunteer leaders (in progress)**
  - Assistant DD Training Program - have at least 3 individuals in line to shadow DDs at chapters in New England (2 identified)
- **Provide resources for training / development of current and future volunteer leaders (in progress)**
  - Goal is 100% of DD's to reach CDL Tier I, 60% of DD's reach CDL Tier II
  - Encourage additional leaders who are not DD's to do CDL as a method of training for future leadership roles (i.e. awards committee, assistant DDs, alumni chapter officers, active alumni in the region, seniors who are high potential to be alumni volunteers)
  - Potential DD retreat/training/team-engagement for spring or fall 2020
- **Alumni chapter sustainment and expansion (in progress)**
  - Boston - active and established, opportunities to drive bronze/silver recognition or awards
  - Hartford, Connecticut - new and franchised, targeting resources for development / growth
  - Rhode Island - seeking additional alumni in the area to understand interest

**Future Goals**

- **Implement methods to drive smoother collegiate to alumni transition**
  - Seeking to benchmark and collaborate with other Northeast RVPs and in alignment with National Alumni Development strategy to keep a sustainable database of information in order to develop networks, make connections, and create a pipeline for volunteer leaders
  - Collaborate with Alumni Chapter VPCR’s and Collegiate Chapter VPAR’s to have a presentation available for sharing region-specific opportunities to be involved as an alumni
  - Ask DD’s to help identify future leaders and keep them engaged and connected to volunteer leadership opportunities early on (i.e. National task forces/committees, connections at LEAD, etc.)
  
- **Promote success of individuals and chapters in New England through use and promotion of regional social media platforms**
  - Development of @newenglanddsp on Instagram to be run by RVP or future regional chair
  - Drive additional membership engagement in the New England Facebook group

**Fall 2019 RVP Travel Summary**

<b>Date</b>	<b>Chapter</b>	<b>Event Type</b>	<b>Location</b>	<b>Category</b>
9/4/2019	Providence Colony	Meet Colony Officers + Faculty Advisor	Providence, RI	Chapter/Colony
9/10/2019	Phi Chi	Presentation of National Chapter Advisor Award, Chapter Meeting	South Kingston, RI	Chapter/Colony
9/21/2019	Gamma Upsilon	Alumni / Chapter Event - Babson Centennial Celebration - Delta Sigma Pi Gathering	Babson Park, MA	Chapter/Colony
9/22/2019	Providence Colony	First All Club Meeting	Providence, RI	Chapter/Colony
9/27/2019		Post-GCC National Leader Retreat / Training	Cincinnati, OH	National Event
10/7/2019	Gamma	ELC Visit, Chapter Meeting, Pledge Meeting with ELC	Boston, MA	Chapter/Colony
10/11/2019		Syracuse LEAD School	Syracuse, NY	National Event

10/24/2019	Hartford CT Alumni Chapter	Connecticut Alumni Gathering and Meetup	Hartford, CT	Alumni Chapter
11/1/2019	Quinnipiac Colony	Meet Colony Officers + Introduce DD	Hamden, CT	Chapter/Colony
11/10/2019	Nu Sigma	Nu Sigma EC + Chapter Meeting	Bristol, RI	Chapter/Colony
11/15/2019	Pi Rho	Initiation	Amherst, MA	Chapter/Colony
11/16/2019	Sigma Omega	Initiation	Boston, MA	Chapter/Colony
11/16/2019	Sigma Omega	5-year Anniversary	Boston, MA	Chapter/Colony
12/6/2019		Team Northeast Leadership Retreat	Burlington, MA	Provincial Travel

### Spring 2020 RVP Planned Travel

Date	Chapter	Event Type	Location	Category
2/1/2020	Gamma	RVP/DD-led Educational Retreat	Boston, MA	Chapter/Colony
2/7 - 2/9/2020		2020 Northeastern Provincial Conference	Baltimore, MD	National Event
3/28/2020	Theta Iota	Theta Iota 50-year Chapter Anniversary	Hartford, CT	Chapter/Colony
4/4/2020		New England Rose Games	Quincy, MA (TBD)	Regional Event
April 2020	Nu Sigma	Anticipated 25-year Celebration	Bristol, RI	Chapter/Colony

**-Priority Chapter/Colony Visits for Spring 2020:** Gamma (Probation/CMP Guidance), Gamma Upsilon, Nu Sigma (CMP Guidance), Lambda Tau, Xi Phi (CMP Guidance), Xi Psi, Providence Colony, Quinnipiac Colony

## 2019-2020 New England Leadership Team

Role	Name	Chapter	School
District Director	Kristyn Wasikowski	Gamma	Boston University
	Deb Lang Eddie Diggin (Assistant DD)*	Gamma Upsilon	Babson College
	Kelsey Stuart	Theta Iota	University of Connecticut
	Erik Budlong Kevin Lim (Assistant DD)*	Lambda Tau	Bentley University
	Peter LaCava	Nu Sigma	Roger Williams University
	Katie McGeary*	Xi Phi	University of Massachusetts - Boston
	Tom Skinner	Xi Psi	Bryant University
	Dan DelPiano*	Pi Rho	University of Massachusetts - Amherst
	Gary Perez	Sigma Omega	Northeastern University
	Alyssa Wilson*	Phi Chi	University of Rhode Island
	Spencer Polsgrove* Peter LaCava	Providence Colony	Providence College
Patrick Johnson*	Quinnipiac Colony	Quinnipiac University	
Awards Committee Chair	Tracey Schebera		
Awards Committee Members	Josh Boutin*	Chris Doto	Liz Lockett
	Hanna Demirjian	Alex Lamphier*	

\* Denotes a new team member coming into the role for 2019-2020

### **New England Active / Franchised Alumni Chapters**

Boston Alumni Chapter

Hartford Connecticut Alumni Chapter

## CHAPTERS AND COLONIES OVERVIEW - NEW ENGLAND REGION

### Gamma - Boston University

District Director: Kristyn Wasikowski

#### STRENGTHS

- Incredibly supportive Chapter Advisor, including securing LEAD funding for the first time which increased attendance from 0 to 14 attendees
- Prominent name on campus
  - Pledges and faculty consider it to be an honor to be initiated
  - Dean also expressed extremely kind opinion/word of the national organization due to their impacts/recognition on campus
- Transparent executive committee - communication is more frequent than in the past as there are several calls/informal chats with DD showing desire to do the right thing
- Strong sense of brotherhood within the chapter
- Officers & General Chapter members are now more receptive to discussion of: bylaws, policies and procedures & risk management
- Incoming 2020 President is passionate and set up several knowledge transfer sessions with outgoing president so they understood the complexity/situation of the chapter
- Everyone is dedicated to ensuring the chapter long term success
- Discussing more ideas for implementation at chapter and national levels. Ideas include:
  - An internal website for chapter members meant to replace the hub
  - An internally developed semester long business plan project for chapter members and pledges

#### WEAKNESSES

- Appears unwelcoming to outsiders (ex: other chapters/visitors) due to fear of getting in trouble and previous discipline history
- Use of incorrect terminology puts chapter at higher liability risk
- Different Ecomm structure from National organization which mirrors Panhellenic organization
- Poor National Event attendance
- Poor CMP performance due to lack of understanding of requirements and deadlines
- Finance concerns due to previous lack of transparency with the VPF

#### OPPORTUNITIES

- Chapter Advisor + Faculty brothers + Dean have all expressed desire to be more involved
- Northeastern + UMass Boston both within walking/subway distance; they have not interacted yet
- Engagement of older brothers

#### THREATS

- Three other business fraternities on campus are creating a competitive environment
- Lack of knowledge and understanding of Risk Management, Policies and Procedures and Bylaws leads to frustration from both National Board, Central Office, & Chapter

- Business school setup (Core class approximately 2nd semester sophomore year + Study Abroad approximately Fall Junior Year) leads to 1 year of “forced chapter abandonment” which leads to lack of engagement upon return senior year.
- Poor understanding of the benefits of National fraternity status/program could threaten their desire to stay a national organization over a local organization
- Lack of input/buy-in to National changes. Lack of input/buy-in to strong local Boston community (including strong business school career opportunities, strong brothers with abilities to create their own programs/websites/etc.)

## **Gamma Upsilon - Babson College**

**District Director: Deb Lang**

### **SUMMARY**

Gamma Upsilon has a strong ecomm despite some unexpected turnover at end of fall 2019. The chapter missed CMP for the past two years, often by just one late or missing item. This year the chapter is staying on top of it and to date are on track to meet all minimum requirements. The DD visits at least twice a month, one chapter meeting and one ecomm meeting, plus pledging and initiation, and other events/meetings as needed.

### **STRENGTHS**

- Short, efficient chapter meetings; planning takes place at weekly ecomm meetings
- Strong recruitment program, coordinated with other business fraternities on campus
- Strong new president, cohesive executive committee
- Initiated 13 new brothers Fall 2019
- Complied with initiation ritual changes; no issues with transition and no known backlash
- The chapter effectively uses opening and closing ritual

### **WEAKNESSES**

- Missed Accredited CMP two years in a row; received warning letter
- Low attendance at events on nights other than meeting night
- Lack of community service activities in Fall 2019
- Low participation in national events (LEAD, GCC)

### **OPPORTUNITIES**

- On track to achieve Accredited and Recognition level CMP
- Plan most events (professional, community service) on meeting nights
- Alumni interested in funding chapter LEAD / GCC travels
- Chapter’s COY nominee should be a draw for LEAD attendance

## **THREATS**

- High unexpected officer turnover in the middle of the school year
  - President withdrew from school at the end of Fall term, resigned position
  - VPPA was elected new president; new VPPA was elected end of Fall term
  - Fall term VPCS resigned mid-semester; Spring term VPCS resigned before starting position; new VPCS was elected end of Fall term
  - VPAR resigned before end of Fall term; new VPAR was elected end of Fall term
- Lack of engagement among brothers, feeling disconnected from the chapter's activity; to offset this, brothers are encouraged to participate on committees, and the chapter is incorporating more team-building activities into chapter meetings.

## **Theta Iota - University of Connecticut**

**District Director: Kelsey Stuart**

## **EXECUTIVE SUMMARY**

The Theta Iota chapter has been consistently improving over the past few years. When the DD started in 2016, there were incorrect traditions and negative mindsets that had been passed down year after year by previous brothers. By focusing on breaking bad habits and encouraging independent and new thinking, the brothers have been able to create a thriving and well operated chapter. Although the DD provides guidance and often asks to answer questions or for advice, they are very self-motivated and consistently drive the chapter without much pushing needed from the DD. Theta Iota has become much more connected to the national fraternity by attending LEAD, introducing ritual at their chapter meetings, and trying to host Rose Games. DD is really excited to see what's next for them!

## **STRENGTHS**

- Passionate about community service, and have multiple annual events that allow brothers to create a bond with certain charities / organizations
- Have been sending large groups to LEAD lately
- Receive funding from the school
- Have recently become much more connected to the national fraternity as a whole
- Chapter and officers are very self-motivated

## **WEAKNESSES**

- Having trouble connecting with past Theta Iota alumni
- Occasional struggle for high attendance at events
- Chapter has certain cliques, but nothing that truly brings the chapter down

## **OPPORTUNITIES**

- They are on track to make Chapter of Recognition this year, but have all the right processes in place to be able to make Chapter of Excellence the following year
- Should collaborate more with the CT alumni chapter
- Starting to create officer transition documents and packets for a more seamless transition and knowledge sharing
- With their 50th anniversary approaching, they have a great opportunity to engage alumni and national leadership

## **THREATS**

- Are not close to any other collegiate chapters, which sometimes leads to feeling disconnected from the other New England region chapters

## **Lambda Tau - Bentley University**

**District Director: Erik Budlong**

## **SUMMARY**

Lambda Tau chapter is always on time with requirements and has a strong relationship with the DD. The chapter goes to the DD without hesitation with questions or concerns and appreciates that the DD attends majority of ecomm meetings. For DD's in training, Lambda Tau is an ideal chapter to visit as an example of a well functioning unit.

## **STRENGTHS**

- CMP - Always striving for chapter of excellence
- Recruitment - Able to maintain consistent # of brothers in chapter
- Transitions - Effectively sharing information with incoming officer
- Brand - Positive image on campus
- Brotherhood - Strong bonds in the chapter
- Ritual - Always memorized and performed well
- Faculty Advisor - Meet regularly to ensure compliance with university policies
- Chapter Communication - Share information with the chapter and discuss issues thoroughly together
- Transparency with DD - Not afraid to ask questions or feedback as problems arise
- Chancellor - Role consistently held by brothers who learn P&P inside and out
- Professionalism - Strong focus on professional development

## **WEAKNESSES**

- National Events - Date often conflicts with other events; Despite strong push, little interest in attending
- Alumni Relations - Short notice when inviting to events; Not prioritizing maintaining connections
- Faculty Initiates - Neglecting the relationships
- Senior-itis - Consistent lack of participation from many seniors who think DSP is just a "college club"

- Awards - Minimal effort put into the application process limiting their chances of winning
- Attendance - Brother attendance can sometimes be lacking for chapter events or the chapter meeting

#### **OPPORTUNITIES**

- Fundraising - Already experienced small wins but areas for improvement (eg. corporate sponsors)
- Thinking Beyond the Chapter - Prioritizing inter-chapter events, tapping alumni or faculty initiatives, attending LEAD

#### **THREATS**

- New Pledging Process - Potential growing pains transitioning to the new format
- BAC - No pipeline of graduating seniors interested in joining the alumni chapter

### **Nu Sigma - Roger Williams University**

**District Director: Peter LaCava**

#### **SUMMARY**

The chapter is very good with creating and running professional events and community service events. This past semester, the chapter had 6 professional events and 6 community service events. Some of the professional events included presentations on internships, marketing analytics, investments, accounting and startups. In addition, the Chapter participated in the Career Fair for the Graduate School of Business. Some of the community service events included making turkey baskets for needy families in the community, making care packages for military members serving overseas and cleaning up a local beach. The professional and community service events were of varied nature so as to appeal to a broad audience of its members.

#### **STRENGTHS**

- The chapter has a committee structure where all members are encouraged to serve on a committee. This helps keep members involved and helps spread out the work of the chapter to other members and not just have all the work done by the officers.
- The chapter does well with their fundraising events and has roughly \$2,000 in their account.
- The chapter typically initiates 10-15 new members each semester
- The chapter has a shadow program where brothers learn about the duties of each officer's role. The brother shadowing the officer typically runs for that position at the next officer election.

#### **WEAKNESSES**

- Lack of interest in and attendance at recent LEAD and GCC.
- Timely submissions of items on HUB

#### **OPPORTUNITIES**

- Have Faculty initiates and Faculty adviser talk about benefits of joining DSP in their classes
- Plan activities for Make a Difference Day and Founders Day
- 25th anniversary of Chapter's founding coming up in April 2020.
- Interaction with local chapters at Bryant, University of Rhode Island and colony at Providence College

- Budget some of the chapter's money from their savings account to cover registration fees and travel for LEAD and Provincial delegates. This may help stimulate brother's interest in attending.

#### **THREATS**

- Chapter members show a lack of interest during meetings, especially seniors

### **Xi Phi - University of Massachusetts (Boston)**

**District Director: Katie McGeary**

#### **SUMMARY**

Overall Xi Phi is getting on the right track and is working toward “Most Improved Chapter” with a little gentle pushing and reminding on the part of the DD. The chapter as a whole appears to really want to grow in so many directions. It is important for them to balance the social brotherhood as well as the CMP requirements and mission of the fraternity. This has been a struggle for Xi Phi in the past and has been lately as well.

#### **STRENGTHS**

- Diverse and strong professional events, some recurring.
- Diverse population, majors, and strengths.
- The want to improve overall

#### **WEAKNESSES**

- No set future plans for organization, growth and bettering.
- Lack of full and transparent communication to brothers and DD. Example is meeting minutes and recaps are vague and not distributed to the chapter; event happenings are not communicated well.
- Lack of response and length of timeliness from many officers when asked for information from DD or inputting items into CMP.
- Lack of participation/interest for some brothers.
- Need for stronger community service and fundraising.

#### **OPPORTUNITIES**

- Some brothers have approached DD one on one with observations of concern and seem to feel very comfortable open up. This allows an inside perspective to the chapter with a larger picture and less emotional attachment in mind as a DD.
- With an active DD and a new EC next semester, hope is to address items such as frequent communication to DD and chapter and goal setting.
- Chapter participation may improve with improved communications as there have been reports of the “I was not aware” nature.
- DD is an alum of the chapter and hopes to strength alumni relations by helping to bridge gaps and promote alumni participation.
- Increase moral with brother recognition.

## THREATS

- The lack of participation of members potentially caused by conflicts in personalities, opinions and certain behaviors. Some brothers have voiced concerns of feeling pushed out.
- Continued concerns voiced about the chapter heading towards more of a social club. In addition, have heard concerns that the topic of conversations in the school provided public space are not professional in nature and have been possibly arguably inappropriate at times.

## Xi Psi - Bryant University

**District Director: Tom Skinner**

## STRENGTHS

- Financially good standing (not great)
- Improved relations with the Dean that have been fostered the last few years
- Switched all but President and VPCO to semester positions versus yearly elections in December
- Attend LEAD, Congress, Presidents Academy
- Involved in the region

## WEAKNESSES:

- Lack of quality high-yield fundraising
- Raising dues to “fundraise”
- Recruitment
- Members involved in other clubs/activities that prevent attendance at meetings and events
- Small attendance at weekly chapter meetings
- Alumni involvement
- Conducting trials vs. “intervention”/outreach/educating new members on the requirements

## THREATS

- Alumni influencing current activities (I haven’t observed much of this, but there seems to be a feel of apathy)
- Small recruitment classes
- Other clubs/groups becoming a “better” draw for help in their future careers (the “what’s in it for me” mentality)
- Lack of time commitment by many members
- Raising dues too much

## OPPORTUNITIES

- Developing future leaders
- Recruitment and Pledging periods
- Develop the Chapter Leadership Fund to solicit from alumni/parents/friends to offset costs of events
- Alumni events/newsletters

- Pledge Class Meetings and chapter interaction – improve the tie-in to educate the new members on the requirements, but encourage current members to “re-dedicate themselves” to the oath and commitments through this process.
- Strengthen the chapter’s involvement and interaction in regional events and with other chapters

### **Pi Rho - University of Massachusetts (Amherst)**

**District Director: Dan DelPiano**

#### **STRENGTHS**

- Excellent communication by chapter leadership. President sends weekly emails to the chapter and meeting notes are distributed quickly to the chapter and volunteer leaders.
- Very well organized chapter.
- Officers take their positions very seriously and utilize binders to transfer knowledge post election.

#### **THREATS/WEAKNESSES**

- Due to the size of the chapter there is a potential to develop cliques which could hurt unity.
- Chapter leadership has expressed concerns about the lack of connection to the school of business.

#### **OPPORTUNITIES**

- They are a driven chapter that is very independent. Continued collaboration with volunteer leadership should help them to be creative in event and strategic planning.
- The chapter can work to build better relationships with the business school and faculty which may allow them more opportunities for fundraising and funding from the

### **Sigma Omega - Northeastern University**

**District Director: Gary Perez**

#### **SUMMARY**

Sigma Omega chapter is in a very good state. The chapter celebrated their fifth year since chartering by hosting a 5 Year reunion which was a success. DD attended the reunion and was taken-back by how many past alumni attended. Alumni members traveled from as far as California to attend. This shows the unique culture of Sigma Omega having a very cohesive and tight knit family that works well together. The executive board strives to stay engaged with the rest of the chapter so that nobody feels left out. To ensure this the executive board began holding “Open Question” sessions during chapter meetings so that members could ask any questions they may have. This was done to keep everybody informed and engaged in the chapter; a very important quality of any organization.

Two themes which continue to resonate with the chapter is membership growth and engagement after graduation. The chapter loses members to graduation and needs to continue recruitment always, not just during

recruitment periods. DD recommends to members to spread the word about Delta Sigma Pi and when they hear people are interested engage them at that time to peak their interest. Additionally I speak to the importance of staying engaged after graduation. Once a semester DD speaks to the chapter and tells them about the benefits of staying engaged with a local alumni chapter. This has been effective as several alumni that have gone off to start Alumni Chapters and have taken on District Director roles in the region. The DD is very proud.

### **STRENGTHS**

Sigma Omega is a very strong chapter with a good core group of dedicated members and a good reputation on campus. As with any chapter there are some members that are hard to engage but the majority of the chapter appears to be very active. Members are aligned with the goals and ideas of the Fraternity and work to maintain this high level. The chapter is very cohesive and continues to invent new ways for members to stay engaged and have fun. (Example: October 28 meeting was a costume party to which members were encouraged to wear costumes to be voted the best. Included DD to get involved, which displays the great rapport the DD has with the chapter.)

### **WEAKNESSES**

Social cliques arise as a result of larger and more established chapter. While the chapter seems to handle and resolve things well there have been a few times when DD had to step in to provide guidance. Will continue to monitor in order to prevent cliques from discouraging new and existing members..

### **OPPORTUNITIES**

The chapter has a great reputation with the school. Several faculty in the business school speak highly of Delta Sigma Pi. The chapter has partnered with other clubs to co-host events on campus. They have done well to establish Delta Sigma Pi as a respectable organization on campus. This is an opportunity the chapter should cultivate going forward. Furthermore, the chapter should research funds that the school can provide for students to attend events. There may be the opportunity to have the school aid in travel to events which may increase attendance numbers at LEAD and GCC events.

### **THREATS**

Attrition of members encountered during graduation is an item to monitor. The chapter lost several members to graduation over the last year. DD reminded the chapter of the importance in recruiting new members. They have done well and initiated several new members this past semester. While numbers are rising, will continue to monitor.

## **Phi Chi - University of Rhode Island**

**District Director: Alyssa Wilson**

### **SUMMARY**

Phi Chi had a great Fall semester - they planned and executed events covering various topics, from networking events and internship panels to faculty-led discussions and employers in residence. The Executive Committee had solid communication with one another, and maintained adequate communication with the chapter. Looking

ahead, a major EC officer transition will be happening moving into the Spring semester, and a lot of collaboration is expected between old and new officers to prepare for 2020.

#### **STRENGTHS**

- Events are thoroughly planned and have high attendance
- Chapter advisor provides excellent support
- Consistently initiating faculty members (and utilizing them after initiation)
- Attendance at National events (URI Business School pays for travel and accommodations)

#### **WEAKNESSES**

- Lack of familiarity across the chapter (people don't know everyone in the chapter)
- Communication: sending through Facebook makes updates easy to miss

#### **OPPORTUNITIES**

- Executive Committee considering changing the day of the week for chapter in order to foster higher attendance
  - EC meetings happening at more formalized location/time (currently before chapter)
- Working to establish and formalize committees to spread work across the chapter
- New leadership: Previous Executive Committee consisted entirely of seniors (save 1, the new President), so new people in leadership
  - Due to the calendar year officer election scheduled, the seniors will be around for the Spring semester to assist with the transition

#### **THREATS**

- Many students in social greek life, potentially cannibalizing attendance at school-wide events (and chapter)
- Communications: all through Facebook (Executive Committee resistant to changing this practice)

### **Providence Colony - Providence College**

**District Directors: Spencer Polsgrove and Peter LaCava**

#### **SUMMARY**

The Providence College Colony had a great start to their academic year and created a strong foundation for their colony's future. The colony received interest from more than 100 students at the college with about 50 students becoming recruits in the early months. The executive committee formed from the most interested recruits and from there nominations were made for each of the officer roles. The team at Providence College has been successful in gathering support from the school of business in the form of funding and qualified professional speakers. The President and the VPF received positive feedback on submitting a budget for the LEAD travel funds. They also received funding from the school to host a workshop for business professionals on campus. One of their

first events featured a keynote speaker and professor at their school named Frank Lin and they had a successful community service event on Halloween which benefited the Rhode Island Food Bank. All of their events have had great turnouts from recruits as well as students interested in joining. The executive committee has been eager to discuss the colony's future during their meetings and officers are comfortable with submitting any idea to the group for approval. With the coming semester the executive committee is looking forward to attending their first LEAD provincial conference as well as completing the remainder of their colony requirements so that they may petition for a chapter charter. They have been proactive in planning out their event schedule so as to meet their deadlines. They are entering 2020 optimistic about reaching their goals mid-year and attaining the coveted chapter status.

<p><b>STRENGTHS:</b></p> <ul style="list-style-type: none"> <li>● Enthusiastic executive committee</li> <li>● Support from the school with funding and other resources</li> <li>● Frequent communication with fraternity through DD's and Dale Clark</li> <li>● Members have a broad experience in student organizations and thus contribute liberally to event brainstorming sessions</li> </ul>	<p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>● Complexity of the colonization process is not easily translated for recruits</li> <li>● Officer roles not being fully understood yet. Some tasks are completed by miscellaneous members of the executive committee and not by the task owner.</li> </ul>
<p><b>OPPORTUNITIES :</b></p> <ul style="list-style-type: none"> <li>● Create and maintain a strong presence on campus as the only fraternity</li> <li>● The ability to create unique professional sessions that clubs on campus can't provide</li> </ul>	<p><b>THREATS</b></p> <ul style="list-style-type: none"> <li>● Being considered a "club" as opposed to a lifetime of brotherhood</li> <li>● Campus structures not being large enough to accommodate a chapter size above 40-50 on a weekly basis (assuming their pledge class and demand remain as high as they are now)</li> </ul>

**Quinnipiac University Colony**

**District Director: Patrick Johnson**

**SUMMARY**

This colony is relatively new and while led by a strong duo they seem to have communication struggles with Fraternity leadership. GroupMe is their only mode of communication with us alumni leaders. They have submitted for recognition with the school and should know by the end of January if they have been accepted. Next Semester will be their first true proving ground for viability as a colony.

**STRENGTHS**

- Motivation of Colony Leaders
  - They are motivated, led by a strong pair of students, and they have a large initial member base to build the colony from.

## **WEAKNESSES**

- Communication
  - They don't communicate well with leaders, and don't know what they don't know. Going into next semester will be vital to their success, and strong communication with me will be requisite.

## **OPPORTUNITIES**

- They are brand new and motivated.
  - The school is full of high achieving people and this colony could turn into a very strong regional chapter with the correct guidance.
- Chapter advisor already selected

## **THREATS**

- Growing pains and lack of knowledge of colony process:
  - They are still in their infancy, there is a lot of room to stumble before they even get started.
- Communication
  - Reliance on GroupMe feels like a detriment to the process. Hoping with the advent of QU recognition and regular meetings this issue will resolve itself

**Other Comments:** Overall, we are in a holding pattern until January. DD feels in the dark about what they are doing/working on, but it feels like they are just waiting for that recognition in order to take the next steps.

-----End of New England Regional Vice President Report-----

Fall 2019 End of Semester Report

### **Regional Overview and Goal Summary**

Overall, the Niagara Region is in good shape. We recently held the Fall 2019 LEAD School in Syracuse, in which we had roughly 220 people in attendance. In regards to CMP performance, many chapters are currently on track to achieving Accredited Chapter status, with some aiming for Chapter of Recognition and Chapter of Excellence. My goal is to help each chapter in the region achieve accredited status if able and to provide assistance to them as needed regarding their individual goals.

Our leadership team, listed below this summary, is coming together nicely. Two new District Directors - for Xi Tau (Syracuse University) and Epsilon Lambda (Rochester Institute of Technology) - were appointed this semester. At this time, the only chapter in the region without a District Director is Omicron Rho (Cornell University). My intention is to find an individual who lives around the Ithaca area to serve in the role, with the mindset that having a District Director in closer proximity to Omicron Rho will better serve the chapter.

In regards to regional goals for this upcoming semester, I feel that there is the chance to create a more unified and connected region. Currently, Niagara has multiple areas in which chapters are located within an hour of each other, particularly in the Western New York and Albany areas. An area of opportunity that I feel would benefit the region is the promotion of more inter-chapter events, with a focus eventually turning to bringing the different areas of the Niagara Region together. Something I'd like to work on moving forward to achieve this would be an increase in the communication between myself and the District Directors of the region in a unified manner, done over group chats and periodic conference calls.

Another focus regarding goals is to increase the involvement of alumni within the region. Currently, the only alumni chapter in the region is the Albany/Upstate New York alumni chapter, formed last year. They have been growing steadily and have been holding events monthly. With two chapters nearby, I feel that as growth continues, there lies the opportunity for more brothers in the Albany region to remain involved after graduation. During the fall

semester, there has also been discussion about the formation of an alumni chapter in Western New York, potentially to be based out of Buffalo or Rochester. If this comes to pass, the opportunity exists for the alumni chapters in both regions to maintain communication and work together to create a more unified region for maintaining increased alumni involvement.

Regarding disciplinary issues, Niagara is pretty well-behaved as a region. The only issues to report are minor disciplinary actions taken and to be taken. Currently, we have two chapters; Omicron Rho (Cornell University) and Theta Upsilon (Siena College), on guidance until June 30, 2020. At the time of this report, one chapter is in the process of being placed on probation for violations of deviating from the approved pledge program and will be notified by further communication directly. These situations will continue to be monitored and assistance to the chapters will be provided as needed.

#### **Niagara Region – Leadership Team**

<b>Chapter</b>	<b>University</b>	<b>District Director</b>
Alpha Kappa	University at Buffalo	Rob Newton
Epsilon Lambda	Rochester Institute of Technology	Lauren Laperle
Omega Psi	St. John Fisher College	Terri Kane
Xi Tau	Syracuse University	Jane Brown
Omicron Rho	Cornell University	Vacant (pending assignment)
Kappa Lambda	Binghamton University	Travis Brodbeck
Zeta Psi	University at Albany	Adam Thumen
Theta Upsilon	Siena College	Sean Rosney

#### **Summary of Travel (Fall 2019)**

<b>Date of Travel</b>	<b>Chapter/Affiliation</b>	<b>Event</b>	<b>Location</b>
9/27/19	Leadership	Post-GCC Leadership Retreat	Cincinnati, OH
10/12/19	Provincial	Fall 2019 LEAD School	Syracuse, NY
10/20/19	Epsilon Lambda	Brick City Homecoming Alumni Event	Rochester, NY
11/23/19	Epsilon Lambda and Omega Psi	Initiation (Joint ceremony)	Rochester, NY
12/6/19	Leadership	Northeast Provincial Leadership Retreat	Boston, MA

---- End of Niagara Regional Vice President Report----

## **Steel Valley Regional Vice President: Kyra Cahill**

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Fall 2019 End of Semester Report

### **Regional Overview:**

The current academic year has been one of progress thus far in the Steel Valley region. While the region earned many accolades at Grand Chapter Congress, there are development opportunities for each chapter to work on, while building upon strengths within their respective chapters. This ongoing progress is supported by leadership at the District Director and Regional Vice President levels.

The DD leadership team in Steel Valley is strong, with varying levels of tenure and experience, to foster the creation of best practices in their chapters, in order to continue to be well-rounded chapters while mitigating risk. Currently, we do not have any chapters on any disciplinary action, and are looking to maintain this status in the upcoming semester and academic year, with strong chapter and volunteer leadership in place.

After taking on the role of RVP following Grand Chapter Congress, and speaking with the local leadership and chapter presidents, a common theme was striving for additional engagement and accountability within the chapter and to build inter-chapter engagement within the region. Chapters that had previously struggled with CMP requirements have shown improvement, and there has been increased outreach in the region among chapters in this fall semester.

Additionally, the region is in the unique position that 5 of the 6 chapters in the region are celebrating major chapter anniversaries during this biennium. (Nu Upsilon-25<sup>th</sup>, Mu Pi-30<sup>th</sup>, Theta Kappa and Theta Rho-50<sup>th</sup>, and Lambda-100<sup>th</sup>). The chapters are starting to formulate plans for these events and are excited to invite their alumni back to celebrate these major anniversaries. The region currently has 2 franchised alumni chapters, Cleveland-Akron and Pittsburgh. Engagement with the alumni chapters will be critical for the success of the event, as well as other regional priorities.

The focus for the region is around overall and continuous engagement. Engagement of the collegiate brothers, and then continuing that engagement as a new alum to create sustainability with our alumni network. In the spring semester, we are going to implement a region-wide communication medium that will start with chapter leadership and expand to the region as a whole. This will allow for chapters to ask questions, share best practices and facilitate engagement within their chapter and within the region. An anticipated outcome is also higher success rates around CMP. Additionally, we are going to more closely facilitate connections between graduating seniors and alumni chapter contacts to make the transition from collegiate to alumni brother more seamless. Successful execution in these two areas will allow for success in the region, as it relates to the overall strategic priorities of the fraternity.

**Fall 2019 Travel**

\*does not include all phone/email communication

Date of Visit	Event	Location
9/9/2019	Recruitment event-Theta Rho	Pittsburgh, PA
9/18/2019	Pledging Ceremony-Theta Rho	Pittsburgh, PA
9/27-9/29/2019	National Leadership Retreat	Cincinnati, OH
10/9/2019	Chapter meeting-Theta Rho	Pittsburgh, PA
10/11-10/13/2019	Syracuse LEAD	Syracuse, NY
11/7/2019	Initiation-Lambda	Pittsburgh, PA
11/9/2019	Initiation-Theta Kappa	Akron, OH
11/13/2019	Initiation-Theta Rho	Pittsburgh, PA
11/16/2019	Initiation-Beta Pi	Kent, OH
11/16/2019	Initiation-Mu Pi	Erie, PA
11/17/2019	Initiation-Nu Upsilon	Morgantown, WV
12/6-12/8/2019	Northeast Leadership Retreat	Boston, MA

**Anticipated Spring 2020 Travel**

Date of Visit	Event	Location
2/7-2/9/2020	Baltimore Provincial LEAD	Baltimore, MD
March/April 2020	Chapter visit-Mu Pi	Erie, PA
March/April 2020	Chapter visit-Beta Pi	Kent, OH
March/April 2020	25 <sup>th</sup> anniversary-Nu Upsilon	Morgantown, WV
March/April 2020	Chapter visit-Lambda	Pittsburgh, PA
March/April 2020	Chapter visit-Theta Rho	Pittsburgh, PA
4/18/2020	50 <sup>th</sup> anniversary-Theta Kappa	Akron, OH

**2019-2020 Leadership team**

Role	Name	School	Chapter
District Director	Joseph Rock	University of Pittsburgh	Lambda
	Alex Michael	Kent State University	Beta Pi
	Samuel Shaheen	University of Akron	Theta Kappa
	Rich Garber	Duquesne University	Theta Rho
	Jeff Lasky	Penn State University-Erie	Mu Pi
	Nancy Stacy	West Virginia University	Nu Upsilon

## District Director Reports

### Lambda, University of Pittsburgh

District Director: Joseph Rock

#### Strengths

- Large chapter with school support
- Long term chapter advisor
- Regular contact with local alumni via social and professional events
- Collaboration with AKPsi chapter
- Centrally located in a major metro area with many businesses for events

#### Weaknesses

- Size of chapter (80+) limits connection between all brothers
- No faculty initiates in the past decade
- Third district director in the past three years
- Two brothers voluntarily withdrew from the chapter this semester due to feeling detached from the chapter

#### Opportunities

- Theta Rho (Duquesne) is within two miles of Lambda; interchapter events could strengthen the chapter
- Recently restarted Pittsburgh Alumni Chapter meets in close proximity to campus, networking potential exists

#### Threats

- Competing business fraternity (AKPsi) on campus
- Availability of space for meetings dictates biweekly chapter meetings thus causing a lower number of events to socialize

#### DD Comments

No comments.

## **Beta Pi, Kent State University**

District Director: Alex Michael

### **Strengths**

- Beta Pi has maintained a positive attitude about all of the new changes to ritual and the pledge program
- The chapter continues to fundraise very well and are working with faculty to ensure that the chapter will be able to move their café to the new business building when it is built
- Well on their way of hitting chapter of excellence for the second year in a row

### **Weaknesses**

- Attendance at chapter events has not been up to the chapter's expectations. The chapter is working on figuring out if expectations are too high or if they need to find ways to improve participation
- Significantly less brothers wanting to attend Leads from semesters in the past

### **Opportunities**

- The chapter has started an initiative to make sure every brother in the chapter is part of a committee. It is a great start, but they will need to improve this process
- President and a few other positions will now be yearlong positions instead of semester which will hopefully improve exec transitions

### **Threats**

- Between 20 and 30 seniors are graduating this year

### **DD Comments**

No comments

## **Theta Kappa, University of Akron**

District Director: Samuel Shaheen

### **Strengths**

- \* Attitude - They have a growing attitude of Brotherhood and are starting to hold each other more accountable for their actions. They held 3 trials at the beginning of the semester to weed out some bad actors.
- \* Good Leadership - I think that Allison Muntin's return from an overseas assignment was very good. She is a good leader and should be used in national management in the future. The remainder of the Chapter is growing into the concept of more committee work and being responsible for accomplishing things.

### **Weaknesses**

- \* The Chapter size is still a little small. They have about 45 Brothers right now but are losing a large number in the Spring (like 28 or so). They are also female heavy. I have held a discussion with the incoming SVP on remedies.
- \* The Chapter does not meet outside of the normal school term. There are no winter break meetings or summer meeting consequently, they always seem to start behind. This needs to change.

### **Opportunities**

- \* They have a new Faculty Adviser, Susan Gradishar, JD, MBA . She is very excited, active and involved. I think that she will be an asset. She needs to learn a bit about us first.
- \* April 18, 2020 is the 50th Anniversary of the Chapter. The Chapter is working towards finding lost alumni and planning a great party. A member of Alumni Chapter has been assigned to assist the planning committee with this event.

### **Threats**

- \* This is the practical beginning of Chapter Officers being elected for a 6 month term rather than 12 months. There are 3 offices that have remained 12 months (President, Treasurer and VPCO). The program was picked-up from Beta Pi (Kent State). The term of office for the 3 12 month offices now starts in December to accommodate the President's Academy. The key is a strong officer transition program. Can they do it?
- \* The Chapter needs to continue to develop its planning and program development to build a better member experience. This is going to be the theme for the coming semester(s) - Member Experience! It's got to be good.

### **DD comments**

Theta Kappa had a very good semester this Fall. They seemed to be on most parts of their game and had good enthusiasm and drive.

**Theta Rho, Duquesne University**

District Director: Rich Garber

**FRATERNITY EVENTS ATTENDED DURING THE SEMESTER:**

<b>DATE</b>	<b>EVENT</b>	<b>CHAPTER</b>	
9/10	Alumni Chapter Meeting	Cleveland-Akron AC	
10/12	Alumni Chapter Meeting	Cleveland-Akron AC	
10/11-12	Syracuse LEAD	--	
10/16	Chapter Meeting	Theta Rho	
10/23	Chapter Meeting	Beta Pi	
10/28	Chapter Executive Mtg	Theta Rho	
11/13	Initiation	Theta Rho	
12/3	Telephone Conference with New President	Theta Rho	

**Strengths**

- Generally solid chapter with strong programs and membership
- Good attendance at chapter events and membership support of chapter programs
- Genuine desire for continuous improvement
- Willingness to listen to outside suggestions

**Weaknesses**

- Certainly nothing significant
- As with many chapters, they are looking for new ways to fundraise and methods to get membership dues collected on time

**Opportunities**

- The chapter has expressed a desire to leverage its location in downtown Pittsburgh, close to many corporate headquarters and locations. I've left the chapter with several examples of Corporate Sponsorship programs put together by other chapters. We'll see where chapter members take it.
- The chapter's transition consists of individual meetings between incoming and outgoing officers. Although this has apparently worked for them, I'd like to assist them in formalizing the process a bit and adding some planning meetings involving the entire Executive team.

**Threats**

- None noted.

**DD Comments**

I've enjoyed getting to know Theta Rho Chapter and its members over the past several weeks and look forward to working with them this Spring.

## **Mu Pi, Penn State University- Erie**

District Director: Jeff Lasky

### **Strengths**

- The only Business Fraternity on campus
- Network of Mu Pi alumni that are willing to help out and see that the Chapter is successful.
- Ownership of activities and events.

### **Weaknesses**

- Submitting Awards for the Chapter needs improvement.

### **Opportunities**

- Having a good relationship with other Business Clubs on Campus that can lead to recruitment, networking, and professional activities.
- With reinforcement and education about the HUB the Chapter can use it as a tool to reach their goals.

### **Threats**

- No external threats

### **DD Comments**

None

## **Nu Upsilon, West Virginia University**

District Director: Nancy Stacy

### **Strengths**

- Nu Upsilon has an executive committee that is motivated and wants to do what is best for the chapter. Each officer has been accountable in their role for the semester and done their part. As a result, all chapter operations have been smoother.
- Nu Upsilon updated their bylaws last semester to be more specific about due dates for member financial obligations. They do not have any outstanding balances and are being more fiscally responsible.
- Nu Upsilon is on track to being an accredited chapter; all officers have been submitting to the HUB on time.
- The chapter does a nice job of communicating with one another and the District Director by using GroupMe.

### **Weaknesses**

- There is a lack of connection with other chapters.
- Nu Upsilon could use some new fundraising ideas. It appears that many of their fundraising efforts lead to brothers spending their own money.

### **Opportunities**

- The chapter moved away from formal interviews for recruitment, but the process could use some fine tuning. The brothers still need to find a way for more brothers to talk to recruits in order to select quality members.
- There is not a strong connection with alumni. Alumni events are planned occasionally, but the communication is not there.

### **Threats**

- The Fall '19 VPCO had to step down because she will be away next semester at an internship. There will be someone new in their role for the spring '20 semester.
- As the number of brothers continues to grow, the chapter needs to find ways to make all members feel connected.

### **DD comments**

None

----- End of Steel Valley Regional Vice President Report-----