

**Northeastern Province Leadership Reports
For the 2021 Provincial Council
February 27, 2021
Virtual Online (Zoom)**

Section References:

| | |
|--|---------|
| A. Provincial Vice President - Dan Collins & Provincial Committees | Page 2 |
| B. Regional Vice Presidents | |
| 1. Capital – Monica Monroe | Page 8 |
| 2. East Central – Jim Kuhn | Page 16 |
| 3. Eastern – Nick Brown | Page 24 |
| 4. Empire – Charles Weening | Page 39 |
| 5. New England – Jen Huynh | Page 41 |
| 6. Niagara – Rob Fosdick | Page 61 |
| 7. Steel Valley – Kyra Cahill | Page 64 |

Northeastern Provincial Vice President: Dan Collins

Report for the 2021 Northeastern Provincial Council

Provincial Summary

“I am not afraid of storms for I am learning how to sail my ship.”

- LOUISA MAY ALCOTT, *Little Women* (1868)

To say that the last year has been a whirlwind is an understatement. In March 2020, approximately one month after we met at the 2020 Northeastern LEAD Provincial Conference, much of the country went into lockdown because of the COVID-19 global pandemic. The immediate impact on individuals' lives including family, work, school, and fraternity was significant and it rapidly became apparent how much this storm would change life for a sustained period. A century defining health pandemic, the economic impact, social unrest, racial disparity, political discourse, all combined to place extraordinary and simultaneous stress on our brothers and extended families lives. Throughout the past year, I've often thought about the need for empathy and compassion in my interactions with others not knowing what challenges may exist for them at any given time. But in my interactions one aspect that has been a consistent source of positive thought was how often our brothers would strive to keep a positive attitude and focus on controlling what they could and modifying operations to fit their new environment and goals. Adaption is key for any business to survive and as students of business it is the same for us a fraternity. From holding virtual chapter events, to an online pledge and initiation process, to virtual social events, chapters innovated and found new ways to connect their membership to their assorted responsibilities and interests. The following provincial and regional reports detail some of our metrics, our goals in how we've adapted, and regional and chapter updates and I encourage you to view them in context of what we've experienced in the past year. In some ways we did not know what storm lay ahead of us at the time, but as we learned together I'm so impressed by what our fraternity and chapters have been able to accomplish in guiding our ship through the storm and into the future, and it is for that reason why I'm proud to call myself a Deltasig.

Provincial Goals/Statistics

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 for one new alumni chapter to be chartered.

Overall, the pandemic has affected progress towards this goal and expectations have shifted.

From a success standpoint, we welcomed *Providence (Omega Upsilon) (New England)*, installed October 18, 2020 with 69 collegiate initiates. The colony had originally petitioned in the winter/spring of last year and was set to begin pledging right as everything locked down in March 2020 because of COVID. Since then the colony worked to keep in touch and maintain

progress, and it was exciting to finally see the chapter join our brotherhood in the fall. I look forward to their continued success.

Our continuing colonies are located at *Bowie State (Capital) & Northern Kentucky University (East Central)*, and the effect of the pandemic on colony operations/recruiting continues to be a challenge, with mixed results for each. Fraternity leaders have worked with both to identify focus areas for the spring.

In addition, exploratory discussions have been held regarding creating or reestablishing alumni chapters in other geographic areas, particularly with the hope of reengaging alumni virtually to build a sense of community in the current remote environment, with the hope that once in person activities can safely exist they may be more likely to charter an alumni chapter in a given area.

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 58 Chapters/Colonies are served by a District Director (94.8%) as of mid-December. As of time of this report, there remains 3 chapters with a vacancy, with the expectation of 1 additional vacancy for a total of 4 for the spring.
- 24 out of 58 Chapters/Colonies (41.4%) as served by a District Director with a tier 1 (CDL). Certified Deltasig Leader (CDL) uptake has been less than desired among District Directors, despite RVPs pushing the requirement as a voluntary standard for their teams.
- As noted, we are continuing to promote the Certified Deltasig Leader (CDL) certification as a standard for fraternity leaders including RVPs/DDs, etc. It should be noted that many of our District Directors have other practical training such as prior experience in an elected or appointed role, past LEAD attendance, or other relevant experience. However, CDL certification provides an opportunity for continuing professional education on fraternity topics in much the same way that many professional certifications require, with updated CDL modules.
- Visit: <https://www.deltasigmapi.org/beacdl> to learn more about the recently updated program & requirements.
- In addition, RVPs are co-promoting national offerings such as virtual LEAD, Deltasig University, & other ongoing online webinars/training opportunities to their teams and chapters.

Chapter Operations: Monitor operational performance identifying areas for focus & support; aim for overall CMP improvement vs prior year. Place greater emphasis on assistance actions for struggling chapters where documented challenges exist. Monitor other areas of operations including, initiation numbers, debt reduction, awards participation, etc.

As a team, we've been reiterating the need to focusing on chapter fundamentals (i.e. back to basics) & continuity of operations during COVID, encouraging adapting/innovating as much as possible, and maintaining a sense of chapter community by building relationships.

Due to the onset of the pandemic operations and suspension of 2019-2020 CMP, it is difficult to make year over year comparisons. Chapters have worked diligently to maintain CMP operations. Results will vary as we've seen a wide range in the metrics related to recruiting and initiation as an example and various issues with debt to resolve.

CMP

- 10 out of 56 chapters (17.9%) are ineligible to reach Accredited CMP Status for 2020-2021 due to a variety of missed items.

Membership

- 5 out of 56 chapters (8.9%) have less than Policy minimum membership of 20 students. (1 chapter (1.8%) is also below the Bylaws minimum membership of 15). The leadership team in conjunction with Central Office has been working with the chapters to provide extra support, training, and ideas to focus on recruiting. Additional tracking/forecasting is being performed to monitor the # of students graduating.

Pledging/Initiation

- 9 out of 56 chapters (16.1%) had a Fall 2020 initiation class greater than or equal to 20
- 17 out of 56 chapters (30.4%) had a Fall 2020 initiation class greater than or equal to 15
- 29 out of 56 chapters (51.8%) had a Fall 2020 initiation class greater than or equal to 10
- 45 out of 56 chapters (80.4%) had a Fall 2020 initiation class greater than or equal to 5
- 3 out of 56 chapters (5.4%) did not have a fall pledge class.
- 3 out of 56 chapters (5.4%) had a pledge retention rate of less than 80% in Fall 2020.

Finances

- 3 out of 56 chapters (5.4%) have financial debt/overdue balance aged greater than 60 days (2 are more than \$700).

Assistance/Discipline

- 6 out of 56 chapters (10.7%) are on an operational guidance (assistance) plan for either CMP, membership, finance/debt, or other pre-COVID operational concern. The extended leadership team has been working with the chapters to provide extra support throughout the year.
- 3 out of 56 chapters (5.4%) are under a fraternity/university discipline sanction.
 - 1 chapter is suspended pending investigation into risk management violations, including hazing, pledge program deviations, and concealing information from fraternity leadership & pledges. This chapter also received a COVID social gathering violation from the university.
 - 2 chapters are on probation from legacy spring 2020 alcohol violations. Both are expected to be successfully completed in spring 2021.
- 2 chapters received a warning in Fall 2020 for deviations from the new pledge program.

Provincial Endowment/Foundation Support: An existing Provincial scholarship endowment resides with the Leadership Foundation. Explore the feasibility of creating a new fund or expanding support & usage of the existing endowment in support of dedicated educational opportunities beyond scholarships. Promote Leadership Foundation opportunities to chapters including usage of the Chapter Leadership Funds (CLF) structure.

With onset of pandemic, the team's foundation related goal shifted to promotion and support of the existing Provincial Fund & Chapter Leadership Funds (CLF) in alignment with Foundation messaging.

- The province made a \$1250 donation to the Northeastern Province Scholarship Fund in May 2020.

- 30 out of 56 chapters (53.6%) have an available balance for use in their designated Chapter Leadership Fund (CLF).
- 2 out of 30 chapters (6.7%) with an available balance have had an approved request for use of their funds.
- 3 out of 30 chapters (10%) with an available balance have a balance more than \$1000
- 5 out of 30 chapters (16.7%) with an available balance have a balance more than \$500
- 12 out of 30 chapters (40%) with an available balance have a balance more than \$250
- Visit: <https://www.deltasigmapi.org/clf> to learn more about the Chapter Leadership Fund Program, how it can benefit your chapter, & how to get started seeking donations.

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 opportunities by seeking presenters, and added opportunities for industry/career informational discussions etc.
- *Service:* Promote National Service initiatives within the province and promote provincial/local service ideas and activities.
- *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 programming. Support engagement by increasing awareness of and participation of alumni chapters. Work in conjunction with the professional and service committees to promote cross functional opportunities.

Additional Notes or Highlights

Steel Valley & New England Alumni Pilot Project: Both regions collaborated with the National Alumni Development Committee to test a pilot project to assess alumni participation to re-engage and provide collegiate brothers with career/professional advice. Approximately 4000 emails were sent to alumni with active email addresses between the two regions. Responses indicated an interest in volunteering for industry panels, resume workshops, and other professional programming and contacts were passed to the National Professional Development Committee to be engaged with assorted Deltasig University programming and other online webinar opportunities.

Providence (Omega Upsilon): As a province we welcomed our 56th active collegiate chapter & the 11th collegiate chapter in the New England Region. Originally approved in March 2020, the pledging and installation were delayed until fall 2020 because of the pandemic. A group of approximately 70 colonists were able to fully pledge and install the chapter virtually with the initiation & installation being attended by well over 100 attendees.

National awards: Congratulations to all our National, Provincial, & Regional Award-winning chapters for 2019-2020. Three national award winners from the province were announced in October-2020.

- Most Improved Collegiate Chapter – Alpha Gamma (Penn State University-State College)
- Outstanding Professional Activities for a Collegiate Chapter – Pi Psi (City University of New York-Baruch College)

- Outstanding Service Award for a Collegiate Chapter – Pi Psi (City University of New York-Baruch College)

Chapter Assistance/Discipline: Overall there has been a noticeable improvement in the number of new chapters in the province placed under a discipline action as past actions resolve, and such chapters come back into good standing. The vast majority of our chapters behave according to our ideals and follow approved policy, however when we have chapters who do not either by choice or a misunderstanding, it presents challenges to us as a fraternity to demonstrate our added value to our university partners. Fraternity leadership is here to offer help and assistance to every chapter when there are things that are perhaps going wrong, but we can only do so when we are aware of potential issues and can work with you in advance before something untoward occurs. So, I encourage everyone from collegiate to alumni to help us maintain our high standard through a continued discussion, education, and emphasis on following all approved policies and general risk management education. If you see something that doesn't feel right, ask a question, and raise it to a fraternity leader. While conversations that result may be uncomfortable at times, it is only through your help that we can continue to drive Delta Sigma Pi to new heights and achievements.

Pandemic Response: Continued adaption and a need for empathy and understanding is the reality. Some chapters have had mixed frustrations with hybrid and remote operations, but there have also been frequent success stories that abound from recruiting, to innovative professional programming, to more frequent collaboration and virtual visits from District Directors and Regional Vice Presidents. I venture a guess that while many if not all miss the frequent in-person nature of building relationships, general feedback has been that open and frequent communication has been an important aspect in keeping up relationships in the remote or hybrid environments. But it is important for us all to remember that not everyone's personal situation is identical, and they could have various hardships in their life. Showing empathy to understand their circumstances and the flexibility to adapt is critical for all our brothers and chapters to maintain and an important skill that you can work into your professional repertoire.

As a provincial leadership team, we've met monthly through the pandemic (and often more frequently individually) to discuss both fraternal business and to connect socially in support of each other. Like everyone else, the ongoing length of the pandemic and adjustment to everyday life has affected everyone with occasional feelings of pandemic fatigue. But what has not changed is the support this team has showed for each other through ongoing communication in our slack workspace, supporting each other with answers to fraternal questions and staying motivated with their teams and chapters, and social focused zooms events focused on non-fraternal topics. Having this mix has helped maintain a balance and avoid the feeling of 24/7 remote work/pandemic fatigue. Their overall ability to adapt during a stressful time cannot be understated. It's a great team that continues to impress me, and I'm feel so fortunate to have had this shared experience with them. An enormous thank you to each.

| <u>Regional Vice Presidents</u> | <u>Provincial Chairs</u> |
|---------------------------------|--|
| Monica Monroe – Capital RVP | Kelsey Stuart – NEP Professional Development Chair |
| James Kuhn – East Central RVP | Liz Doody – NEP Community Service Chair |
| Nick Brown – Eastern RVP | Sean Rosney – NEP Awards Chair |
| Charles Weening – Empire RVP | Kevin Lim – NEP Alumni Development Chair |

| | |
|--------------------------------|--|
| Jen Huynh – New England RVP | |
| Robert Fosdick – Niagara RVP | |
| Kyra Cahill – Steel Valley RVP | |

Conclusion

Reflecting on the last four years sailing with this team and past, it has been amazing to see the extraordinary growth and success of the province. From the opening of five collegiate and three alumni chapters, to numerous national award winning collegiate and alumni chapters, a National COY coming from our province, and witnessing firsthand the next generation of leaders grow into their role, we have shown our strength and commitment to our fraternal ideals. While the rough weather of this past year has been challenging, it has also shown that this province has the strength and skillset needed to weather any storm. I look forward to witnessing the continued accomplishments of the brothers of this province as we sail to calmer waters in the (hopefully) near future, and I await the opportunity to continue to provide support to the fraternity and to the next Northeastern PVP who will take the helm when I step down from my role at the end of this term. Serving as your Northeastern Provincial Vice President has been an honor and one of the most rewarding experiences of my fraternal career, I'd like to express my deepest thanks and gratitude to everyone who has supported me on this incredible journey!

Fraternally,
Dan Collins

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

Capital Regional Vice President Report: Monica Monroe

Fall 2020

Regional Overview

The primary focuses of the Fall semester were: Pick up the theoretical pieces from the Spring semester (due to COVID) and to continue to improve on the leadership and mentorship of the chapters. Due to the pandemic that occurred in early Spring 2020, our chapters, naturally so, were impacted significantly with their normal goals and had a slow recovery time. I believe they did the absolutely best job they could, given the circumstances. We have successfully filled each DD position this semester with 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 still continue to actively improve our leadership involvement and congealment between the chapters and their DDs. The goal is to continue that improving communication, especially virtually, so that there is more unity and strength in the region.

Due to Covid, disciplinary actions were few and far between, we wanted the chapters to understand we had set standards, but their overall mental, physical, emotional and spiritual health was our main concern. We did officially have to put Mu Tau on suspension until Feb 15th, 2021. This was due to allegations of the chapter being in violation of the DSP Risk Management Policy and Pledging and Initiation Policy. Currently, this is still an ongoing investigation.

We welcomed 45 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! They are still struggling to maintain their chapter and goals, and there has been active communication with them throughout the last year to help encourage and maintain their progress.

Notable Virtual Attendance & Travel*

| Date of Visit | Chapter | Event | Location |
|---------------------------|----------------|-------------------------------|-----------------|
| 02/08/2020 | National Event | LEAD | Baltimore, Md |
| Various Dates in the Fall | National Event | Volunteer Leadership Training | Virtual |
| Various Dates in the Fall | National Event | LEAD | Virtually |

Does not include all phone, e-mail or other virtual communication

Capital Region Leadership Team

| Role | Name | School | Chapter |
|-------------------|-----------------|------------------------------|----------------|
| District Director | Noel Miller | University of Maryland | Gamma Sigma |
| | Dakota Luttrell | Shepherd University | Epsilon Kappa |
| | Marvin Boone | Howard University | Iota Rho |
| | Justin Shin | 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

- We are ever trying to improve on this. One of the goals is to have more frequent one on one communications with individual leadership members: i.e. phone, e-mail or in-person conversations.
- Have a working platform to where our leadership team feels comfortable talking to each other.

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

- Due to covid restrictions, the chapters are starting to take their communication all online, which is helpful in some ways. There are certainly more opportunities to connect and be available for chapters and activities regionally, that weren't quite possible/easily achievable before now.
- Maintaining Mental Health. Zoom burn out is real. And we want to ensure our chapters aren't feeling burnt out. We have a set expectation of excellence, however, there is much needed empathy given to our extenuating circumstances.

Review alumni structure & recruitment- In Progress

- **DC Metro Alumni**
- This chapter has exploded, even amidst COVID, and they are doing some amazing things in the region!
- We would still love to see active recruitment of 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**
 - The chapter was established in January 2020
 - Continue to cultivate and grow the alumni base
 - Participate in their first national event

Chapter Reports:

Epsilon Kappa (submitted by District Director Dakota Luttrell)- The chapter struggled this year. Most of those struggles stemmed from an increased focus on fundraising due to some poor decisions made by last year's members. They also were not able to get any community service events thrown together. A nice way to combine the two would have been to donate a portion of the raised funds to a particular organization or cause, but the chapter simply could not afford to do that given their increased debt. With that behind them now, I see some promise for the upcoming semester. They were able to get 3 new initiates this past semester, which exceeded realistic expectations. However, they will need to repeat that to further grow the chapter and their odds of success. There has also been an encouraging amount of effort and eagerness from a few of the newer members who stepped into officer positions for the Spring semester. Better days to come for Epsilon Kappa, certainly.

Omicron Chi (Submitted by District Director Karen Murtaugh)- Omicron Chi has initiated 9 brothers in 2020 and 10 brothers graduated.

With covid and Allegany county being hit hard, it's been difficult to hold events. This last semester, they were able to hold a few events such as:

- A virtual handshake event discussing how to land internships
- Study abroad informational event co hosted with a sorority on campus, Alpha Sigma Tau
- A Virtual 5k event benefiting the Alzheimer's Association

Something the chapter still needs to work on is recruitment, considering that they aren't really breaking even when it comes to graduating seniors. But with the help from Haley Spellman in the beginning of

the semester, they were able to create a better plan for when it comes to recruitment centered around virtual events and had a relatively successful recruitment given the circumstances.

Mu Tau (Submitted by District Director Justin Shin)- Prior to the disciplinary actions that Mu Tau faced at the end of the year, the chapter seemed to have a hard time adapting to new practices/procedures that were mandated by the university and central office. I have had one-on-one calls with the president as well as the VP of chapter operations as they sought advice on many different topics ranging from general admin, increasing brotherhood, morale, and participation from brothers. Based on the conversations I've had with leadership, Mu Tau's EC is focused on finding ways to bring up morale and encourage brothers to partake in chapter events as turnout for events like virtual recruitment were very low. I participated in one Zoom recruitment event (alumni panel) and got to speak to some new brothers as well as then-prospects. I would definitely like to meet the new brothers I haven't gotten the chance to meet yet and make an in-person visit to the chapter once COVID settles down and in-person meetings are permitted.

Xi Rho (submitted by District Director Stacy Jordan)-

of Collegiate Brothers: 70

of Active Brothers: 68

of Brothers graduating this semester: 2, 1 brother is transferring to University of Denver

of Brothers initiated this semester: 9

of Brothers who attended LEAD: 4

Strengths:

Overall, the chapter did well so far with having the chapter being 100% virtual due to the ongoing COVID-19 pandemic. Quite a few of the members went back to their home country and still participated in their elected position and chapter activities. Additionally, the chapter used the summer months to set-up their recruiting events and established diversity, equity, and inclusion programming. Specifically, the chapter conducted monthly DEI sessions that had at least 15 brothers in attendance. The chapter president (Jodie) for the most part held chapter officers and members accountable.

Over the past year (end of Spring to now), I have been working with different members of the executive committee to brainstorm virtual events that the chapter can hold. Because of their work over the summer, Fall 2020 was better than Spring 2020 when COVID-19 forced them to be 100% virtual. The chapter makes regular CMP submission.

Weaknesses:

One area of weakness for the chapter is that at times, some chapter officers rely on the National Office to address simple questions that could be handled by the district director or other local leadership. Specifically, a chapter officer reached out to ELCs to discuss how to handle transfer students. One member transferred prior to the Fall 2020 system and the chapter received information on how to handle that person on their current roster. Another member will be transferring for Spring 2021 and the same officer did not remember the procedure and reached out to ELC again. Another area of weakness was the chapter's implementation of the new online pledge education program. Their pledge program submission this semester used incorrect information on required events and final exam scoring that is not reflective of the new online test. The inconsistency was found when the chapter had its virtual chapter visit and ELC spoke with the pledge class. Prior to full implementation of the new online pledge education program, the chapter felt the new program would hinder integration of new members.

Opportunities (financially, recruitment, operational improvement, etc.):

Xi Rho needs to improve on their financial management as their only source of fundraising has been cash-back from local restaurants. The outgoing president has created a chapter

sponsorship package that the chapter will start using in Spring 2021. Since the school will be operating virtually in Spring 2021, having alternate fundraising events will add to the total chapter balance. If the chapter is successful with sponsors, that money may need to be routed to their CLF. When the chapter sends out to their alumni their electronic newsletter, having them work on getting more donors to their CLF will ensure increased attendance at national events.

Operationally, the chapter will have 9 new members, and getting them involved is key. Depending on the cost of the 2021 Provincial conference, most of the chapter should register and attend different sessions. Because the chapter has a large amount of money in their banking account, working with them to set-up a scholarship fund with the Leadership Foundation can be a good use of their excess funds. This will be a good way to reward an excellent member. Additionally, the chapter can diversify its activities to become a good candidate for national award consideration.

Threats/Concerns:

As a result of the COVID-19 pandemic, two groups of brothers have not met most of the chapter in-person. The chapter thrives best in person and the chapter needs good virtual meeting and

engagement tips to maintain their high-level. Additionally, the chapter will have a new set of officers and their biggest challenge is to keep positive momentum. Spring 2021 will see many chapter members graduate and they will need to recruit and initiate 20 new members to still maintain their ideal chapter size of 45. Once overseas travel is permitted, many brothers will choose to complete their overdue international internship opportunities. This may affect the chapter in Fall 2021 but need to be planned for in Spring 2021.

Goals:

- improve the number of faculty members
- improve the number of members that attend national events
- improve the number of alumni events that do not involve Xi Rho alumni

Additional Comments / Notes of Importance from the District Director:

I attended their transition/last meeting of Fall 2020 so I can get an idea of what the new officers would be planning. The chapter has moved its officer's election to a full year starting in January 2021 to be more aligned with the President's Academy timeframe. During Spring 2021, I will focus on the VP-Pledge Education to ensure that the online pledge program is conducted properly. Also, I will work with the new chapter president to ensure consistent communication is established and that any questions can be addressed at the local level.

Gamma Sigma (Submitted by District Director Noel Miller)-

Overall I think the chapters in good health and headed in a great direction!

Strengths-

- Dedicated leadership team
- Working to address chapter opportunities collaboratively
- Responsive to volunteer leadership communications
- Strong plan to achieve chapter of excellence based on Spring 2020 executive committee
- Committed to making financial support available to Brothers in need (diversity and inclusion focus)

Opportunities-

- Further engage members virtually
- Decrease # of trials through increased communication of expectations during recruitment and pledging
- Incorporate general membership into strategic initiatives/committee structure
- Set chapter goals and expectations for the academic year with full membership to drive engagement (April 2021), reporting on progress at each GBM (I expect this will take place this semester against eComm goals)

Iota Rho- No Report

Bowie State University Colony (submitted by District Directors Stacy Jordan & David Mazur)- The colony right now is at a crossroads as the colony president was not involved this semester due to personal reasons. At the end of December 2020, a new interim president was selected. Additionally, the person who would be the colony advisor notified one of the colony's DD that he cannot function as the primary advisor.

furthermore, the colony during this semester has one person who has constantly worked with the DD Team. The group has not met on a consistent basis to establish themselves as a functioning group. The individual will graduated at the end of Fall semester 2020 and have recruited another faculty member to serve.

The new faculty member is eager to help the group and have communicated with colony DDs. Bowie had a couple of activities in the semester but needs to complete fundraising and community service sections. In order to be successful, the group needs to do the following:

- Establish regular meeting date and time
- Complete missing activities
- Update officer listing
- Recruit at least 20 new colony members
- Obtain funding for charter fees

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

East Central Regional Report
Fall 2020
James Kuhn (RVP)

Regional Summary

Change, for better or worse, has most definitely taken place this semester. Much like other years, there have been ups and downs. However, this year, those ups and downs have been much more pronounced. While some struggle, others thrive. While some have experienced the positives of change, others have experienced the negatives.

2020 was the year of everything moving to virtual due to COVID-19. Chapter operations, events that include LEAD School, and even our Ritual have all been experienced in a way unlike before. This has taken away much of the in-person experience that Deltasigs crave. However, the goals remain the same. Hope for the best and prepare for the worst. Hope to be in-person with our Brothers as soon as possible, but prepare ourselves for if we're unable to do so. Through necessity, we have shifted our way of thinking and operating to achieve the many aspects Delta Sigma Pi provides. But, it has also revealed opportunities for innovation.

Through this shift, we have learned that District Directors can still play a vital role from afar. Instead of some District Directors making hours-long roundtrips to see their chapters, they can quickly jump on a Zoom to be with their collegians. I have personally tasked my District Directors with playing a larger role with their chapters. With collegians receiving emails, messages, and texts from the National Fraternity, their school, professors, Chapter Advisor, District Director, and myself on top of their own personal relationships, I have tried to limit my direct contact with chapters to take away one more message that urges them to do what I'm sure many others have already told them. Instead, I have learned to allow my team to do what they are in place to do and handle the bulk of those interactions with my intervention when necessary.

Some chapters have thrived through these challenging times and others have experienced their fair share of struggles. Most chapters have transitioned their normal operations, such as meetings and events, to a virtual format rather seamlessly. Some chapters have also done this in regards to recruitment, but not all. Traditionally smaller chapters and our colony at Northern Kentucky University have experienced some setbacks in this area, but that hasn't stopped them from being optimistic about the future. With what they have learned this semester and having the wealth of webinars coming next semester to guide them, I am sure there will be improvements all around.

One chapter in particular has used their time effectively by putting forth a proposal to change the National Fraternity's Individual Discipline Policy. Theta Pi (*Bowling Green State University*) has been in the process of creating a recommendation for the Board of Directors to implement a "Judicial Board" process. They finalized their recommendation and submitted it to the Board for consideration this semester. Subsequently, the Board recommended the creation of an Individual Discipline Policy Task Force which has fostered discussion and debate around our current process and it being updated.

Alumni chapters have also offered opportunities for support, brotherhood, and professional development. The Cincinnati Alumni Chapter has been a leader in efforts to bring Brothers together by: virtually hosting their 6th Annual Central Office Open House Tour in celebration of Founders' Day, hosting professional development events such as *What Not To Say* and *Project: Brotherhood*, and

hosting Welcome Wednesdays (in-person when possible and virtually). Unfortunately, potential alumni chapter start-ups have stalled due to added pressure from COVID and apparent Zoom-fatigue.

Change can be difficult. It will happen, but I believe East Central is up to the challenge.

2020 Travel/Visits

| <i>Date(s)</i> | <i>Event(s)</i> | <i>Location</i> |
|----------------|---|-----------------|
| Fall Semester | Initiations, meetings, and/or other events. | Virtual |
| 10/2 | Cincinnati Alumni Chapter Central Office Open House filming | Oxford, OH |

Anticipated 2021 Travel/Visits

| <i>Date(s)</i> | <i>Event(s)</i> | <i>Location</i> |
|-----------------|---|-----------------|
| Spring Semester | Initiations, meetings, and/or other events. | Virtual |
| 8/10-15 | Grand Chapter Congress | Cleveland, OH |

Regional Leadership Team

| <i>Position</i> | <i>Name</i> | <i>Chapter</i> | <i>School</i> | <i>Location</i> |
|--------------------------|------------------------|----------------|--------------------------------|----------------------|
| 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***
 - Continued utilization of regional Facebook group (East Central Region – Delta Sigma Pi) and Instagram (dspeastcentral).

- Promoting regional social media opportunities to improve content and utilization for regional social media and communications.
- Utilization of District Director Slack group to create community and communication amongst District Directors.
- Will continue to develop plans for regional events that have both professional and social aspects should we be able to hold such events.
- Supporting communication between current and developing alumni chapters.
- **Chapter, personal, and professional growth**
 - Promoting implementation of Diversity, Equity, and Inclusion initiatives and opportunities. The purpose will be to ensure the region is addressing the needs of and offering opportunities to Brothers from all backgrounds when/where possible.
 - 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 improve/continue to reach their CMP goals, and/or improving what they can when they can.
- **Adherence to ritual**
 - Due to COVID-19 during the most recent semester, every chapter in the region moved to a virtual setting. Though it is anticipated this will continue to be the case next semester, chapters are hopeful they will be able to perform socially distanced ceremonies if/when possible. Regardless of where ritual is performed, District Directors will be highly encouraged to provide extra support to ensure our ritual is performed to the highest standards possible while taking our current circumstances into consideration.
- **Risk Management**
 - I would like to emphasize to chapters the importance of understanding risk management in our current environment 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, many chapters seem to have been more proactive in their efforts to address potential risk management issues and more forthcoming with the issues they are facing.

High Risk Items

- Alpha Omicron is currently on University and Fraternity Probation for a Risk Management Policy Violation. These probations will conclude on 2/7/2021 and 2/25/2021 respectively. On 6/30/2020, the chapter completed routine Fraternity Guidance stemming from a previous Probation.
- Alpha Upsilon completed Fraternity Guidance on 12/15/2020.

- Theta Pi drafted and submitted Board recommendations to make changes to the current trial process by introducing a “Judicial Board.” The Board of Directors then created an Individual Discipline Policy (IDP) Task Force to review said recommendations and continue overall discussions and debate regarding the IDP, our current process, and it being updated.

Chapter Summaries

Nu – Ohio State University

- **Awards/Recognition**
 - Outstanding Financial Operations Award for a Collegiate Chapter
 - Outstanding Alumni Relations Award for a Collegiate Chapter
- **Notes**
 - Nu tends to be one of the stronger chapters in the region and could easily be a Chapter of Excellence if they apply themselves and ensure their CMP items are submitted on time.
 - District Director does a very good job connecting with the chapter. However, communication has been limited this semester.

Alpha Theta – University of Cincinnati

- **Awards/Recognition**
 - The R. Nelson Mitchell Outstanding Collegiate Chapter Award
- **Notes**
 - Alpha Theta is traditionally one of the strongest chapters in the region.
 - Brothers regularly volunteer to help with Cincinnati Alumni Chapter events.
 - Largest chapter in the country.
 - Communication between me and their District Director has been difficult at times.

Alpha Omicron – Ohio University

- **Awards/Recognition**
 - 2020 Northeastern Provincial District Director of the Year (Kenneth Wepler, *Beta Pi*)
- **Notes**
 - Alpha Omicron has potential to be one of the best chapters in the region.
 - CMP/Financial submissions haven’t been the timeliest.
 - Chapter is currently on University and Fraternity Probation for a Risk Management Policy Violation. These probations will conclude on 2/7/2021 and 2/25/2021 respectively. On 6/30/2020, the chapter completed routine Fraternity Guidance stemming from a previous Probation.
 - 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.

Alpha Upsilon – Miami University (OH)

- **Notes**

- Alpha Upsilon is one of the strongest chapters in the region.
- Chapter recently completed Fraternity Guidance on 12/15/2020.
- 10th largest chapter in the country.
- District Director and chapter have been working together to identify any risk management and diversity/inclusion concerns so they can be proactive in their efforts to address them.
- Some chapter Brothers volunteer to help with Cincinnati Alumni Chapter events when they take place at Central Office. This includes filming, editing, and starring in the Alumni Chapter's 6th Annual Central Office Open House Virtual Tour.

Epsilon Tau – Dayton University

- **Notes**

- CMP/Financial submissions haven't been the timeliest.
- Epsilon Tau is improving their communication with District Director, but still struggles at times.
- District Director's professional job and personal aspirations may limit his time commitment to the chapter at some point in the future.

Theta Lambda – Xavier University

- **Notes**

- Theta Lambda regularly volunteers 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 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.

Theta Pi – Bowling Green State University

- **Awards/Recognition**

- Most Improved Collegiate Chapter
- Outstanding Service Award for a Collegiate Chapter
- Outstanding Professional Activities Award for a Collegiate Chapter
- Outstanding Scholastic Development Award for a Collegiate Chapter
- Chapter Advisor of the Year (Ruth White)

- **Notes**

- Theta Pi is one of the strongest chapters in the region.

- Chapter drafted and submitted Board recommendations to make changes to the current trial process by introducing a “Judicial Board.” The Board of Directors then created an Individual Discipline Policy (IDP) Task Force to review said recommendations and continue overall discussions and debate regarding the IDP, our current process, and it being updated.
- 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.
- Communication with District Director has been limited due to their job.

Xi Upsilon – Marshall University

- **Notes**

- Xi Upsilon has struggled with recruitment and CMP management as of late.
- District Director and chapter leadership have a slightly strained relationship. I believe this is simply due to misunderstandings and lack of effective communication.
- District Director will be graduating with his Masters Degree in the Spring and will most likely move away from the area. Therefore, an Assistant District Director will be added this incoming semester to shadow the current District Director and make for a smooth transition should/when that time comes.
- Though there seems to be plenty of support, talks seem to have stalled regarding the possible initiation of Marshall University President, Jerome Gilbert.
- Alumni support is also gaining for a potential Honorary Initiation of Marshall graduate, current Chairman, and former CEO of Intuit, Brad Smith.

Psi Omega – Capital University

- **Notes**

- Psi Omega continues to show excitement and enthusiasm amid growing pains.
- Chapter is very open to feedback and accepting of guidance.
- Chapter struggled with recruitment and submitting some CMP items on time.

NKU Colony – Northern Kentucky University

- **Notes**

- There are currently two core members who are still confident and enthusiastic in trying to create the colony. The current Colony President will be graduating this Spring.
- Their District Director and I plan to have regular meetings (virtual/in-person) throughout next semester to discuss their ideas and help them strategize along the way. We will also try to include their Chapter Advisor in these conversations so we are able to keep him involved in the process and use him as a campus resource.

- Colony continues to hold and submit events.
- Colony has failed to make regular payments to the National Fraternity.
- Colony has struggled with recruitment due to the school being a commuter school and additionally due to COVID complications.

Cincinnati Alumni Chapter

- **Awards/Recognition**

- Outstanding Alumni Chapter Award
- Outstanding Service Award for an Alumni Chapter
- Outstanding Professional Activities Award for an Alumni Chapter

- **Notes**

- The Cincinnati Alumni Chapter held their 6th Annual Central Office Open House in celebration of Founder's Day. The event was a virtual tour of the Central Office and enlisted the help of the local Alpha Upsilon chapter.
- The CAC regularly enlists the help of the collegiate chapters in the region to strengthen the bond between collegiate and alumni brothers.
- The CAC began and plans to continue holding more professional/personal development events. This semester, along with their Central Office Open House, they hosted *What Not to Say* and *Project: Brotherhood*.
 - *What Not to Say* was a diversity panel where panelists shared personal experiences of micro-aggressions based on their ethnicity, gender, sexual orientation, etc., how they addressed those situations, and how someone could address the situation should they witness/experience it.
 - *Project: Brotherhood* was presented by Brother Noel Miller and discussed how to implement real-world project management practices into chapter operations.
 - The CAC plans to host other personal/professional development events this coming semester that focus on topics including: taxes, real estate, understanding job benefits, and building wealth.
- CAC members have been a large part of my personal support within the region. Six District Directors are CAC members.

Developing Alumni Chapters

- **Columbus**

- Head Organizer – Allison Greenwood (Psi Omega, *Founding Chapter President*)
- Sizable population able to support an alumni chapter.
- Interest is growing.
- Trying to find officers.

- **Dayton**

- Head Organizers – James Davis (Delta Omega), Karla Morin (Beta Gamma)
- Sizable population able to support an alumni chapter.

- Interest is slowly growing.
- **Greater Tri-state (KY, OH, WV)/Huntington, WV**
 - Head Organizer – Delea Thomas (Xi Upsilon, *Former Chapter President*)
 - Population concerns to support an alumni chapter.
 - Interest is small, but steady.
 - Trying to find officers.

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

Fall 2020 Eastern Region End of Semester Report

Regional Vice President: Nick Brown

Summary:

I think it's safe to say that for everyone in our region (and the vast majority of brothers in the Fraternity as a whole), the end of 2020 could not have come fast enough. While there was hope in the Eastern Region for some of the chapters to operate on a hybrid basis this semester, those plans were quickly changed as the pandemic continued to tear through Pennsylvania, New Jersey, and Delaware. Despite the complex challenges this semester presented, I'm proud of how the Eastern Region pulled together to continue to grow and prosper.

From a recruitment standpoint I'm extremely proud of how the region operated in their first semester of virtual recruiting. Recruitment can be a difficult task on a normal college campus, and the addition of a pandemic and virtual learning made it all the more challenging. While we did have one Chapter that made the decision to forgo recruitment for the semester, the Eastern Region still managed to initiate 96 new brothers, a 48% decrease from the previous Fall. More importantly though, the region had a 95% retention rate for the semester, highlighting how much the chapters valued quality over quantity in recruiting and strong pledge programs. With a semester of experience in virtual recruiting, I'm confident the region will continue to grow and get better in the Spring.

When I took over as Eastern RVP in the Fall of 2019, CMP was by far the most prevalent issue within the region. Flash forward a year, and the commitment that each and every chapter has made to improve their operations has truly been an incredible sight to see. Each executive committee has made operational improvements a priority, and the success is apparent as we have many chapters on track to achieve Accredited Status and more this year. The cherry on top of

these improvements comes in the form of a National Award given to our very own Alpha Gamma chapter for Most Improved Chapter.

With vaccines slowly being rolled out, there is a great deal of optimism for things to return to a new level of normal before the Fall of 2021. However, next Spring will certainly be another challenging semester as our region is largely planning for a virtual semester once again. Fortunately, we have a phenomenal leadership team in the Eastern Region, as well as a growing pipeline for new leadership to fill future roles in the future.

Fall 2020 Eastern Leadership Team

| Name of DD | School | Chapter |
|----------------------|----------------------------|----------------|
| Linda Fritschy-Oakes | Rider University | Beta Xi |
| Christina Wilson | Jefferson University | Eta Xi |
| Angela Coston Jones | Drexel University | Omega Chi |
| Ashlynn Eidemiller | Penn State University | Alpha Gamma |
| Amanda Miller | The College of New Jersey | Mu Omega |
| Rounak Nischal | Rutgers University | Rho Tau |
| Daniel Palo | University of Delaware | Omicron Omega |
| Brennan Azevedo | St. Joseph's University | Zeta Pi |
| Caio Azevedo | University of Pennsylvania | Beta Nu |
| Jim Tepper | LaSalle University | Epsilon Sigma |

Spring 2021 Eastern Leadership Team

| Name of DD | School | Chapter |
|----------------------|---------------------------|----------------|
| Linda Fritschy-Oakes | Rider University | Beta Xi |
| Christina Wilson | Jefferson University | Eta Xi |
| Angela Coston Jones | Drexel University | Omega Chi |
| Ashlynn Eidemiller | Penn State University | Alpha Gamma |
| Amanda Miller | The College of New Jersey | Mu Omega |
| Rounak Nischal | Rutgers University | Rho Tau |
| Vacant | University of Delaware | Omicron Omega |

| | | |
|-----------------|----------------------------|---------------|
| Brennan Azevedo | St. Joseph's University | Zeta Pi |
| Caio Azevedo | University of Pennsylvania | Beta Nu |
| Jim Tepper | LaSalle University | Epsilon Sigma |

Regional Goals

- Keep a Flexible Plan
 - Once again this is the most important aspect for the Eastern Region's Spring 2021 semester. At the moment it is still unclear on what the collegiate scene will look like next year and beyond, so each individual Chapter must stay connected to their school's policy and be prepared to make adjustments.

- Grow the Leadership Pool
 - For the first time since I became the RVP, the Eastern Region had a full leadership team for the Fall 2020 semester. While there are some positions that will need to be filled next semester and beyond, I'm incredibly proud of the leadership pipeline our region has begun to create. This is a necessary process to ensure that we have a strong pool of candidates to fill positions that will inevitably become vacant in the future.

- Implementation of National Fraternity Initiatives
 - With another semester of virtual operations likely, the Chapters in the Eastern Region will need to continue to lean into the curve and focus on improving the operations of the Chapter. This includes focusing on the updated pledge process and continuing to enhance their Chapter's programs to most effectively recruit and retain pledges in the future.

Chapter Reports:

Eta Xi (submitted by District Director Christina Wilson) - Eta Xi had a good Fall semester, despite the pandemic. The chapter continues to stay motivated and to improve! The chapter initiated one new brother this Fall. The virtual initiation ceremony went smoothly, and the new initiate seemed very excited to become a brother! Recruitment can often be challenging, as all chapter events were virtual this past semester, due to COVID-19 restrictions.

The chapter held strong professional events and offered a resume workshop, textile industry speaker, and had an alumni brother present on how the fraternity has helped him both professionally and personally. I attended the alumni brother, Dustyn Arney's presentation via Zoom and found his presentation inspiring and useful to the collegiate brothers. The chapter had wonderful community service events including a virtual food drive and letters against isolation. Six brothers attended 2020 Orlando LEAD School. The chapter held their meetings virtually this semester and brothers kept in touch socially by hosting virtual game nights.

The chapter could improve with their recruitment and fundraising efforts. Since we are living in a virtual world, recruitment has been a challenge for the chapter. Still, the brothers persevered, and their fraternal spirit was apparent throughout recruitment. Fundraising was challenging this past semester, since many fundraising events such as bake sales and restaurant fundraisers were not possible due to COVID-19. Hopefully, the Spring semester will be a bit easier to navigate now that the chapter is used to holding virtual events and meetings. Overall, given the current pandemic, the chapter had a very good Fall semester and I look forward to working with them again in the Spring!

Fall Numbers:

- 1 Recruits / 1 Initiate
- 100% Retention and 80% Decrease from Fall 2019 (Pre-Covid)

Beta Xi (submitted by District Director Linda Fritschy-Oakes) - Beta Xi did well this fall. The virtual semester ran rather smoothly as Isabella really did a great job keeping the chapter and e-board on schedule to run just as if it was in person. they are doing well in terms of CMP and more importantly still meeting and working together as a chapter.

The biggest factors of concern for the chapter are these: there is a considerable number of brothers graduating in May and with that leaves young brothers, some of whom have only functioned virtually. It is going to take all hands-on deck from alumni, the DD as well as national leadership to support Beta Xi and all the chapters when they move back into the real world. I also feel as though some of the newer brothers have not yet been willing to take an active role in the fraternity with the exception of the new president who is literally a newly initiated brother.

We look forward to tackling these challenges and growing the Chapter next semester and beyond!

Fall Numbers:

- 4 Recruits / 4 Initiates
- 100% Retention and No Change from Fall 2019 (Pre-Covid)

Omega Chi – Having only been installed as a chapter in 2019, the timing of the pandemic could not have been worse for Omega Chi. Rather than get to enjoy their first year as an official chapter in person, the pandemic forced Drexel to switch to a virtual setting in March, and the situation has not changed since. Despite this, the brothers of Omega Chi have come together and begun to set the foundations for a very strong chapter.

While this semester had its ups and downs, I'm very pleased with how the chapter performed. There were some growing pains that every young chapter faces, but what was more important than those issues was the way that the chapter responded to adversity and used the situation to grow from it. There are always going to be small problems that arise within a chapter, and the way the brothers respond speaks much louder than what the original issue was.

As Omega Chi continues to gain experience and find their identity as a chapter, I have no doubt that they will quickly become one of the strongest chapters in the Eastern Region. The brothers within the chapter and on the executive committee have an incredible passion for the Fraternity, and I'm looking forward to watching their progress in the coming years.

Fall Numbers:

- 12 Recruits / 10 Initiates
- 83% Retention and 73% Decrease from Fall 2019 (Pre-Covid)

Zeta Pi (submitted by District Director Brennan Azevedo) - While the Fall 2020 semester surely looked different than past semesters, the Zeta Pi chapter was able to adapt and tweak their events into a safe and COVID-friendly format. They've hosted a variety of events that have helped brothers and the SJU community grow professionally and grow closer together.

They recruited and informally initiated 15 new brothers into our fraternity. The executive committee was able to meet safely and socially distanced for a few meetings, as well as holding the rest over Zoom each week. This allowed for a hybrid mode of communication utilizing Zoom.

One of the greatest accomplishments of this interesting semester was the Casey Doolin Golf Outing. Each year, the Zeta Pi chapter holds a golf outing in honor of Casey Doolin, a brother who passed away after her graduation from Saint Joseph's University. This year, the chapter needed to adapt, as the university guidelines did not allow for their usual event to be held at a country club. Instead, the Zeta Pi Chapter held a Top Golf event in which they were able to celebrate Casey's life and donate to the Casey Doolin Foundation, allowing for the Doolin family to provide financial help to children currently at the Children's Hospital of Philadelphia.

Finally, the Zeta Pi Chapter has introduced a Diversity, Equity, and Inclusion Committee. This committee is the first step in ensuring that the Zeta Pi Chapter is being inclusive, hearing the many voices, stories, and experiences of our brothers. The Zeta Pi chapter is excited about this new committee, consisting of executive board members as well as general members who have a passion for change in the community.

Fall Numbers:

- 12 Recruits / 12 Initiates
- 100% Retention and 60% Decrease from Fall 2019 (Pre-Covid)

Alpha Gamma (submitted by District Director Ashlynn Eidemiller) - This was an especially difficult year for students; but I am so impressed with this group's ability to persevere and maintain a close community. Despite the challenges associated with COVID, this group demonstrated unity and their commitment to the key pillars of Delta Sigma Pi. Please see below for a summary:

Professional: At Alpha Gamma, the professional pillar plays a key role in fraternal involvement. This semester, Alpha Gamma brought in new speakers, different companies, and set themselves up for a great spring semester of professional events. First, the chapter had recruiters from GE Healthcare and Collabera come and discuss their companies, as well as the differences in online vs in person interviewing. Later in the semester, the chapter held an Alumni and Brother panel. In both events, the speakers discussed lessons learned from their professional journey's and gave tips for brothers to succeed in the future. Finally, the brotherhood hosted former Penn State Hockey Coach and motivational speaker Joe Battista who enlightened brothers on the power of connections. Next semester, the chapter looks forward to hosting events with both PwC and Deloitte.

Community Service: We held a series of card-making events throughout the semester, benefitting Operation Gratitude, the Children's Hospital of Colorado, and Letters Against Isolation. We also held a few friendship bracelet making events, where small groups of brothers could get together and make bracelets for the Boys and Girls Club of Chester. There were two food drives offered throughout the semester, as well as an ongoing Pop Tab Drive benefiting the Ronald McDonald House. Furthermore, Alpha Gamma's involvement in THON has been commendable during the online setting. The brotherhood held fun events such as a chicken nugget eating contest and a no-shave November best beard competition. They also had brothers go on ribboning sales over Thanksgiving Break.

Fundraising: The brotherhood held a fundraiser with Chipotle, which ended up being the largest fundraising event in the past few years. They also held the annual step challenge which was well participated as always.

Social/Brotherhood: The brothers found unique ways to hang out with each other throughout the semester. Small groups of brothers went apple picking, hiking, and hung out together on campus lawns. We also held a talent show online and various hangouts over zoom.

Recruitment/Pledging: Recruitment had to be reimaged with all events being held online. The executive board and recruitment committee did a fantastic job! Furthermore, pledge committee did a great job implementing the national changes to the pledging program, and the newest pledge class is a great fit in the fraternity. We had 24 pledges initiated into the fraternity.

Other: The brotherhood wanted to continue their goal of reaching accredited chapter. As it currently stands, they have 25/41 (61%) submitted and 20/41 (49%) approved. Other major goals were changing recruiting and all fraternity operations to the online setting. The executive board did a great job of engaging the members and keeping the Alpha Gamma culture alive during these unique times. Finally, we implemented a 3-person Diversity, Inclusion, and Engagement committee, focused on educating the brothers, and ensuring diverse pledge classes and opinions within the fraternity.

Fall Numbers:

- 26 Recruits / 24 Initiates
- 92%% Retention and 10% Increase from Fall 2019 (Pre-Covid)

Rho Tau (submitted by District Director Rounak Nischal) - As my first semester of District Director, I was a little unsure of the roles and responsibilities. However graduating from Rho Tau myself a couple years ago, I was really excited to see how they were doing. With an absolutely strange semester of virtual classes and lack of in person interaction whatsoever, this chapter really had to make a 180 with their operations. I'm impressed with how they've achieved their goals.

Rho Tau was able to maintain relationships with each other very well by using virtual platforms for socializing, assistance with classes and community service/networking opportunities. They really embraced the idea of working virtually and did not give up. The chapter was able to achieve their main goal of community service through various opportunities. They also temporarily changed the focus of fundraising towards charity organizations as opposed to the chapter because they know others are more in need of the extra monetary donations than their chapter which is very admirable in my eyes. Recruitment also went very well considering the size of the showing and they learned valuable lessons for next semester.

As for areas that Rho Tau could improve on, I would stress the steady shrinking of the chapter size in the past five years. I'm hoping that it stays at or increases in size so that it does not get too small. In chapter operations, Rho Tau struggled in finding matters to discuss on at chapter due to differences in involvement being away from home and having virtual classes. They also struggled to fundraise because of the lack of in person interaction so that may be an area to look into further to develop.

Next semester, Rho Tau hopes to keep interaction amongst brothers high and think of new and creative out of the box ways to socialize while the pandemic still imposes another virtual challenge their way. In terms of professional events, Rho

Tau would like to look into what would attract more of a student base to further gain attraction even though their events did very well this past semester.

I'm excited to see where this chapter goes in the next semester and how they cope with their challenges. It will definitely make them better problem solvers and develop themselves into becoming future leaders.

Fall Numbers:

- 11 Recruits / 11 Initiates
- 100% Retention and 15% Decrease from Fall 2019 (Pre-Covid)

Omicron Omega – Omicron Omega continues to be one of the most impressive chapters in the Eastern Region. Not only are their recruitment efforts and pledge programs incredibly effective, but the Chapter is consistently one of the first in the region to adapt to new Fraternity initiatives such as the updated pledge program.

I'm looking forward to working with the new executive committee to build on the progress that the previous committee built. While they will be in the market for a new District Director moving forward, I'm confident they will continue to be a model chapter as we begin our search for an effective District Director to be a resource for them moving forward.

Fall Numbers:

- 11 Recruits / 11 Initiates
- 100% Retention and 70% Decrease from Fall 2019 (Pre-Covid)

Beta Nu (submitted by District Director Caio Azevedo) - This semester was a very interesting and educational semester for the Beta Nu Chapter. While they had planned for the semester to be hybrid and for most to be on campus, Penn's regulation forced them to be online and banned any form of in-person activity. Therefore, they focused their effort to bring in the recently initiated class (also named Beta Nu!) into their community by organizing online events and 1-on-1 coffee chats, workout classes, and baking sessions. They made the very difficult decision of abstaining from taking a new class in the Fall. In that time, they focused on educating their members on best practices regarding online communication and get used to the new online pledge education system so that they can take a great class next semester.

Also, they wanted our ideal chapter size to be around 60 members, and in recent years it has bloated to a larger number at times, so they are happy that this off-year worked out in the best interest of the chapter. Finally, they are continuing their pledge of collecting institutional knowledge around the HUB and submitting forms correctly so that the next executive board and President can bring our chapter back to accreditation in CMP.

Fall Numbers: N/A

Epsilon Sigma – Epsilon Sigma continues to show incredible improvement as a Chapter, especially in regards to their CMP program. The chapter is focused on cementing their future as an organization on campus, as well as building the Delta Sigma Pi brand in the School of Business. I believe these new initiatives will guide them to a very promising future as a chapter.

As the chapter transitions to their next executive committee, conversations with the group give me great confidence that they will be able to continue their progress and excel in 2021 regardless of what the pandemic brings to the table.

Fall Numbers:

- 7 Recruits / 6 Initiates
- 86% Retention and 54% Decrease from Fall 2019 (Pre-Covid)

Mu Omega (submitted by District Director Amanda Miller) – While the Chapter is still learning to be creative virtually, they have begun to take big strides into making this their new normal. The biggest struggle with the Chapter is getting CMP requirements completed and approved on time, which they have so far done significantly better.

We had two hiccups so far, however, for a chapter that hasn't reached accreditation since 2016, this is a wonderful improvement to see the new officers engaged and inspired to improve the chapter. I reviewed the hiccups with the old and new officers so that we can use it as a learning experience. So far the Chapter is well on track to receive Accredited Chapter this year, which is something that many of them are getting excited about, especially their newly elected president, April, whose goal is to attain Chapter of Excellence by next year.

The biggest Chapter goal for next semester is to keep completing CMP requirements and developing more healthy habits of making the Hub a more involved tool with the Chapter's semester planning. Engagement is another thing that the chapter is struggling with to keep brotherhood alive virtually, I have spit balled some ideas with the officers to hopefully improve their tactics on this and hope to see some of these come into play this Spring.

Goals for myself this Spring include making my relationship with Mu Omega stronger, as a new DD they were apprehensive on utilizing me, however, this has been steadily improving. I also hope to help them better understand ritual which has been struggling since moving virtual.

Fall Numbers:

- 11 Recruits / 11 Initiates
- 100% Retention and 38% Increase from Fall 2019 (Pre-Covid)

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

**Empire Regional Report
Charles Weening
2021**

Regional Thank You

Brothers, thank you. It's a challenge to write a report during a time when it feels like simultaneously everything *and* nothing is happening. The best place to start is with gratitude. All brothers in the region continue to faithfully serve. Their seamless service through daunting challenges is true fraternal dedication. Almost as fast as flipping a light switch, our lives were thrust into chaos. The initial onset of the pandemic was hard on New York City/Northern New Jersey area. We were locked down to our homes as 25% of total cases and 25% of death toll in the country happened in the geographical area during March and April. Many of us experienced grim encounters with the new reality. Amidst this, chapters forged forward. Whether it was 9/11, Hurricane Sandy, or the Pandemic, Empire endures. Although my profession of accounting and finance is based on facts and numbers, I call upon an analogy to bring you hope and encouragement. A rose has many thorns through the stem, and we are currently getting through the proverbial thorns of daily life. Yet at the top, there is a beautiful flower. Our work now will ensure roses continue to bloom. Future generations will be able to smell success and see the beauty that is Delta Sigma Pi – because of our work. Thank you!

Regional Summary

Chapters are performing well with operational metrics. Most chapters are on track for completing CMP. Empire continues strong financial performance with no outstanding debt (at time of writing report). Membership size for each chapter is within a close range to ideal size. However, fall 2020 initiates for the region were below previous periods.

Chapters are operating exclusively in remote environments. This is a root cause for several challenges – member engagement, fundraising, and recruiting. Ensuring continuous addition of quality members is vital for future success. ~39% of chapter members will graduate in May (based on expected graduation date and chapter size according to HUB roster).

There were also some milestone celebrations. Pi Phi had a 10 year anniversary in April and Pi Psi had a 10 year anniversary in October. Kappa Rho surpassed 500 total initiates.

Regional Goals

The unique pandemic environment has challenges and new ways of doing business. Specific goals during this time might invoke linear thinking and perhaps lead to rigid decisions. The goal is to enable chapters to create inventive solutions for success in a pandemic and recovery environment. Areas to consider for success:

- Collaboration: increased dialogue between chapters, inclusion of faculty brothers
- Attitude: positive thinking, stress awareness, recognition of achievements, gratitude
- Resources: participate in national webinars, virtual LEAD, documentation of process
- Engagement: individualized check-ins, virtual social activity, polls and feedback tools

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

Report of the New England Regional Vice President

**Jen Huynh
Fall 2020**

FALL 2020 OVERVIEW

Despite anticipated challenges with the pandemic, many successes and developments throughout the New England Region during this fall 2020 semester.

Every chapter and colony in the New England Region had a District Director appointed before the semesters began at each respective college or university. Many DD's from the 2019-2020 stayed on while also having several new DD's and Assistant DD's join the team. Along with this year's team includes customized 1-1 meetings and discussions on succession planning among DD's and assistant DD's. I'm proud of how much ownership the leadership team have taken to connect and sustain communications with their chapters during the evolving environment of the pandemic.

All chapters in the New England Region were able to sustain operations to run their chapters this semester. All chapters were able to recruit and initiate a class. Outstanding mention to **Pi Rho (Massachusetts-Amherst)** for their initiation of 27 new Brothers in a virtual environment.

Large focus for operations were on chapters which had raised their hands for help and on chapters with CMP Guidance Status. Summary of details are as follows.

We were able to transition **Xi Phi (Massachusetts-Boston)** to finish their CMP Guidance status entering the fall 2020 semester thanks to organizational support from their DD.

Gamma (Boston U) remains on guidance as part of typical procedure when finishing a probation term and is on track to transition out of CMP Guidance status entering spring 2021.

Nu Sigma (Roger Williams) had CMP Guidance status extended into the academic year 2020-2021 due to limited improvement from last academic year. With a new DD in place helping establish best practices, build recruitment to sustain new members, and grow operationally, we will continue to monitor their progress. So far, the chapter has been able to resolve their financial status and conduct officer transitions with a focus on recovering their CMP Guidance status.

Xi Psi (Bryant) was added to CMP Guidance due to general trend of declining membership numbers, limited CMP activity in spring 2020 during the initial stages of pandemic, and financial concerns. A new DD was appointed to help resolve these issues. The chapter is continuing to strategize and encourage motivation to help improve

their operations. We will continue to monitor in spring 2021 improvements and recommendations.

Some chapters, while not on a formal guidance action, had concerns brought up from an operational standpoint by their DD. These chapters we'll continue to guide to the right resources and monitor for spring 2021.

New England Region is proud to welcome the 11th collegiate chapter, Omega Upsilon (Providence). The colony was formally approved in March 2020 by the Board of Directors. Due to the pandemic, the pledging and installation were delayed until fall 2020. This group of 70+ colonists were able to fully pledge and install the chapter virtually. Special thanks for assistance and support from faculty Brother Dr. Christine Earley (Theta Iota), affiliate Brother Matthew Wolohan (Nu Sigma), and DD's Brothers Peter Lacava and Spencer Polsgrove.

As we all adjust to the Covid-19 majorly virtual environment, spring 2021 will also be focused on finding additional ways to stay connected between the leadership team, our students, and drive inter-chapter relations even further.

Additional Projects and Initiatives Supported:

Conversations related to keeping connected with graduating seniors in our regions led to a collaboration between Steel Valley and New England Regions with the National Alumni Development Chair. From multiple phone calls throughout the semester between Steel Valley RVP (Kyra Cahill) and National Alumni Development Chair (Paul Carpinella), we launched a pilot project to see how many alumni would re-engage and volunteer with the fraternity to help collegiates with professional and career advice. After contacting over 4000 alumni from both regions who have active email addresses in our records, enough responses and volunteers came back to put together professional panels, resume workshops, and other programming through the National Alumni Development and Professional Development Committees. These will be implemented as early as Spring 2021. Our plans include a kick off meeting with VPCR's and VPAR's of both regions to introduce this pilot program to them.

As the conversations advanced for Diversity, Equity, and Inclusion, I've made myself available to speak with any members who'd like further perspective on this topic. These efforts include helping an alumni interest group share their views to the board, speaking to chapters about DE&I in a corporate setting, and sharing resources with other leaders. I hope to continue these efforts into spring 2021 as the conversations evolve for our organization.

From June to November, I had the honor of supporting the National Covid-19 Pandemic Task Force in the Long-Term Planning Sub-Group. Information on progress and results are in the report of the sub-group.

While serving on the Provincial Discipline Committee, I've used these experiences along with working with different chapters to help support the Individual Discipline Policy Task Force led by

East Central RVP (Jim Kuhn). Supplemental information on the progress is in the task force report.

REGIONAL GOALS - reference Fall 2020 report for previous comments

Goals to be updated end of spring 2021 to include DD feedback in preparation for new biennium

Current Goals

Collegiate / Alumni Chapters

- **100% representation (at least one member) from every New England collegiate and alumni chapter at National Events (completed Spring 2020, seek to maintain)**
 - All chapters and colonies represented at 2020 Northeastern Provincial
 - Including two chapter advisors present (BU - Vicky Rayel, Providence Colony - Faith Lamprey),
 - All chapters and colony present for fall virtual LEAD

- **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 - this continues to be a good platform to send quick updates to the Presidents. This is done in conjunction with any one-off emails by DD's or by RVP
 - Rose Games: Spring 2020 Update: The group originally had great success in booking a venue on a mutually agreed date and drumming up interest. Rose Games postponed till further notice.
 - Best Practices Tracking and Documentation - Discussion ongoing for feedback 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)**
 - Presidents Zoom Call - students pointed out they'd like to have more frequent check-ins at RVP level and with each other to share ideas with one another. Discussing what platform would be the best to do this and have discussions with other officers.
 - DD's Zoom Call - DD call was a good platform to create communications, bonding, and best practice sharing. Finding out best cadence to continue conversations and do training of each other
 - Continue hosting 1-1 calls with DD to understand chapter culture and key needs
 - Alumni Chapters - encouraging joint-alumni-chapter officer calls to share best practices and drive planning of joint events
 - ***Fall 2020: monitor and drive educational resources related to supporting transitions to new pledge program and new ritual in the Covid-19 environment***

- **Sustain and maintain chapter operations with adjustments to Covid-19 environment. At least 50% chapters reach Accredited Chapter (in progress)**
 - Aligns with provincial goal to sustain our chapters and maintain status quo while we adjust to remote/hybrid operations.

- **Drive awards participation, recognition of our chapters and individuals, early promotion of the COY program (in progress / ongoing)**
 - Every chapter eligible at time of COY nominee submission had chapter COY. 9/10 applications submitted
 - Prepare and encourage chapters for spring 2020 chapter awards

- 2020-2021 Initiative: Regional chair and committee can present on awards best practices to share with the collegiate chapters what it takes to win awards and what to look for
 - Regional Chair (Tracey) was asked to garner feedback from the team on 2020 chapter awards. Targeting March/April 2021 to have awards committee members organize a session based on feedback and best practices
- **Drive connection between chapters to encourage early integration into a culture of inter-chapter relations in New England (revised to move out of expansion)**
 - Added Presidents of Colonies to Presidents Group Chat. Because of inclusion, chapters feel comfortable reaching out. New chapter has already indicated collaboration opportunities.
 - Ongoing conversation (outside of colony/integration) to drive method to connect chapter officers with each other between LEADs to share best practices with one another. Next step is to brainstorm with new chapter presidents
- **Promote success of individuals and chapters in New England through use and promotion of regional social media platforms**
 - @newenglanddsp continues to be used by RVP to promote events and engage members. Exploring opportunities on TikTok
 - Drive additional membership engagement in the New England Facebook group

Colonies & Expansion

- **Drive expansion and growth of the New England Region (ongoing)**
 - *Providence College - approved and installed!* - active colony with approved petition in March. Welcome to Omega Upsilon! Colony installed in October 2020 with all members going through pledging and initiation virtually.
 - *Quinnipiac University - closed* - colony members attended 2020 Northeastern Provincial. After this event, students shared the school was not sure if they would approve a chapter as they believed it was "just another business club". After offering to help discuss with the school officials as volunteer leaders, they stopped replying and cut off contact from RVP/DD. Colony officially closed by Dale on 6/2 after VPCO tried to sell something to Dale.
 - Explore opportunities for expansion in a virtual environment
 - *University of Hartford (CT)* - RVP is current graduate student and can seek out background on what is needed to establish for future timing. Potential family member transferring into school of business.
 - *University of Sacred Heart (CT)* - CT alumni chapter officer is attending grad school there. Another grad school student graduate may be someone to collaborate and reach out to

Alumni Engagement and Leadership Development

- **Identify additional, new volunteer leaders (in progress)**
 - Assistant DD Training Program
 - Successfully trained 1 Asst. DD who took on full DD role for 2020-2021
 - After promoting the Asst. DD role on Facebook, 3 individuals reached out seeking training or immediate DD role
 - Continuing to discuss succession planning direction through 1-1 meetings with DD's and understanding if there are recent graduates who may want to get involved
 - Driving additional methods to diversify DD and alumni leader pool to open opportunities and unique ways to promote

- **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. Challenges with Covid-19 virtual environment.

- **Engage alumni for professional/career advice ad hoc opportunities (new - in progress)**
 - In collaboration with National Alumni Development Chair and Steel Valley RVP, this new initiative seeks to diversify types of involvement away from the traditional volunteer roles. By providing VPAR/VPCR resources created by NADC along with growing list of alumni contacts, this will help the regions overall alumni engagement goals. Over 3500 alumni contacted from New England yielding at least 60 volunteers.

- **Implement methods to drive smoother collegiate to alumni transition (in progress - active collaboration)**
 - In alignment with new goal/initiative above, Alumni Chapter VPCR's and Collegiate Chapter VPAR's met at regional level to discuss region-specific opportunities to be involved as an alumni
 - National initiatives for alumni chapter open houses, senior sendoffs, and more to be promoted to help regional alumni transition

Fall 2020 RVP Virtual Meetings Summary

All visits are virtual unless otherwise stated. 1-1 meetings with any member are not included in this summary

| Date | Chapter | Event | Category |
|---------------------------------|---|--|--|
| Ongoing cadence Jun to Nov 2020 | | Covid-19 Task Force: Pandemic Longterm Subgroup Meeting | Covid-19 Task Force |
| Ongoing summer 2020 | | Diversity, Equity, Inclusion Interest Group Discussions | DE&I Strategy |
| Ongoing Oct 2020 to present | | Alumni Mentorship Pilot (New England / Steel Valley) collab with NADC | Regional / National Alumni Development |
| Ongoing Nov 2020 to present | | Individual Discipline Policy Task Force Meetings | IDPTF Task Force |
| July - August 2020 | Various | Informational Meetings held with Brothers interested in serving in DD roles | Regional Succession Planning |
| 7/14/2020 | All Chapters | New England Region - Collegiate Officer Brainstorming | Regional Event |
| 7/21/2020 | Xi Phi | Meeting with DD, President, RVP - CMP Guidance Ending | Chapter/Colony |
| 7/23/2020 | Boston Alumni Chapter | Summer Virtual Happy Hour | Chapter/Colony |
| 7/30/2020 | Xi Psi | Meeting with DD, President, RVP - CMP Guidance Intro | Chapter/Colony |
| 7/30/2020 | Sigma Omega | Meeting with President, SVP - Fall Planning and New Pledge Program | Chapter/Colony |
| 8/2/2020 | Xi Phi | Executive Committee Meeting | Chapter/Colony |
| 8/19/2020 | Hartford-Connecticut Alumni Chapter | Officer Meeting | Chapter/Colony |
| 8/26/2020 | Hartford-Connecticut Alumni Chapter Space-City Houston Alumni Chapter DSPEakers Event | An Unexpected Path in Supply Chain | Professional Event |
| 9/13/2020 | Providence Colony | Pledging Ceremony | Pledging / Initiation |
| 9/14/2020 | Alpha Pi (Southern Province) | Fusing Diversity Into your Career - Diversity and Inclusion for DSP at Mercer University | Professional Event |
| 9/15/2020 | Hartford-Connecticut Alumni Chapter | Virtual Social Hour | Chapter/Colony |
| 9/22/2020 | Gamma Upsilon | Makeup Spring 2020 Initiation Ceremony | Chapter/Colony |
| 9/29/2020 | All Chapters | New England DD Leadership Team Meeting | Regional Leadership Meeting |
| 10/3-10/17/2020 | National Event | Virtual Fall LEAD 2020 | National Event |

| | | | |
|------------|---------------------------------------|--|-----------------------|
| 10/8/2020 | Epsilon Iota (North Central Province) | DSP - Not Just 4 Years, but for Life | Professional Event |
| 10/11/2020 | Providence Colony | Final Pledging Meeting | Chapter/Colony |
| 10/18/2020 | Omega Upsilon | Omega Upsilon Installation | Chapter Installation |
| 10/22/2020 | Hartford-Connecticut Alumni Chapter | Fall Virtual Social | Chapter/Colony |
| 10/29/2020 | Boston Alumni Chapter | Halloween Themed Social | Chapter/Colony |
| 10/31/2020 | Gamma | Fall Initiation | Pledging / Initiation |
| 11/1/2020 | Omega Upsilon | New Member Orientation (Colony to Chapter) | Chapter/Colony |
| 11/13/2020 | Phi Chi | Fall Initiation | Pledging / Initiation |
| 12/17/2020 | Boston Alumni Chapter | Holiday Zoom Social | Chapter/Colony |

2020-2021 New England Leadership Team - Thank you to everyone for their service!

| Role | Name | Chapter | School |
|--------------------------|---|-----------------|---------------------------------------|
| District Director | Kristyn Wasikowski Josh Boutin (Asst. DD)* | Gamma | Boston University |
| | Deb Lang | Gamma Upsilon | Babson College |
| | Kelsey Stuart | Theta Iota | University of Connecticut |
| | Erik Budlong Elaine Wall (Assistant DD)* | Lambda Tau | Bentley University |
| | Jinny Choi* | Nu Sigma | Roger Williams University |
| | Katie McGeary | Xi Phi | University of Massachusetts - Boston |
| | Kevin Lim* | Xi Psi | Bryant University |
| | Shannon O'Brien* | Pi Rho | University of Massachusetts - Amherst |
| | Gary Perez | Sigma Omega | Northeastern University |
| | Kristen Smith* | Phi Chi | University of Rhode Island |
| | Peter LaCava* | Omega Upsilon | Providence College |
| Awards Committee Chair | Tracey Schebera | | |
| Awards Committee Members | Daniel Creese* | Mike Gesamondo* | Tom Skinner* |
| | Chris Doto | Danny Lu* | Rachel Wong* |

*Denotes new team member since last report

New England Active / Franchised Alumni Chapters

Boston Alumni Chapter

Hartford Connecticut Alumni Chapter

CHAPTERS AND COLONIES REPORTS - NEW ENGLAND REGION

Gamma - Boston University

District Director: Kristyn Wasikowski, Assistant DD: Josh Boutin

STRENGTHS

- New Assistant DD will bring a new perspectives, is well educated in bylaws and legislation and passionate about ritual
- Incredibly supportive Chapter Advisor - even won a provincial award, which has increased her appreciation of the group!
- Incoming 2021 President is passionate and has seen the chapter through many phases (Ex: Probation/Guidance)
- VERY transparent executive committee - several calls/informal chats with DD showing desire to do the right thing

WEAKNESSES

- Appears unwelcoming to outsiders (ex: recruits/visitors/new leaders in the organization)
- Use of incorrect terminology puts chapter at higher liability risk
 - Ex: use of “brotherhood” over “social”
- Trust between brothers has been limited; especially virtually
 - Ex: Demonstrated at bid meeting (people only speaking positively, then voting no; confirmation that people did not keep closed sessions private)

OPPORTUNITIES

- Chapter Advisor + Faculty brothers + Dean have all expressed desire to be more involved
- Engagement of older brothers
- Eligible for awards for 2020-21 should they choose to submit applications

THREATS

- COVID has lead to:
 - Lower participation
 - Ex: Only 1 person ran for each office
 - Lower Recruitment attendance/application
- Three other business fraternities create a VERY competitive environment
- Business school setup (Core class approximately 2nd semester sophomore year + Study Abroad approximately Fall Junior Year) leads to 1 year of “forced abandonment” which leads to lack of engagement upon return senior year

Gamma Upsilon - Babson College

District Director: Deb Lang

SUMMARY

Gamma Upsilon has a strong ecomm despite continued turnover. The chapter received a warning letter for missing CMP Accredited level for two years; they were on track to meet Accredited level for 2019-2020 until the pandemic hit and school closed down; this was personally heartbreaking for me. Though some students are back on campus this year, all chapter activities are virtual (meetings, pledging, initiation). Many of the previous year's issues persist.

Strengths

- Held biweekly ecomm meetings and optional monthly chapter meetings virtually over the summer of 2020 to stay connected and maintain momentum
- Comprehensive Fall virtual recruitment program resulting in 6 pledges (5 were initiated)
- Experienced and respected president, cohesive executive committee
- Consistency in VPCO position for 2 full years; this is a benefit when the president has turned over several times in that period due to resignations
- Conducted well-rehearsed virtual initiations for Spring '20 and Fall '20 pledge classes in accordance with the Fraternity's virtual initiation guidelines
- The chapter uses opening and closing ritual in virtual meetings
- Fun icebreakers at the start of ecomm meetings; each week a different officer runs the icebreaker, and it promotes bonding
- VPF has good control of finances and they are following national policies, despite the difficulties imposed by COVID
- The officers feel comfortable texting and calling me with questions, seeking guidance when faced with issues
- Chapter members are following campus COVID protocols and calling out anyone who does not

Weaknesses

- CMP is not a priority; they do the work (mostly) but aren't consistent about updating Hub, at least not without a lot of nagging
- Lack of community service activities in Fall 2020
- Low participation at LEAD despite the low price and virtual delivery (4 registered, mostly officers)

Opportunities

- On track to achieve Accredited level CMP; very much needed after having narrowly missed it for the past three years
- Most events (professional, community service) are planned on meeting nights to boost attendance
- Virtual chapter activities allow for students to participate no matter where they are located during the pandemic
- Len Green: this Babson/DSP alumnus is fond of the chapter and has been interested in funding their activities; potential contribution for future LEAD/GCC travel; the chapter is looking into nominating him for a Fraternity career achievement award

Threats

- Continued high officer turnover during the school year

- President resigned one month into the semester (elected in April); there was some drama before and during the resignation but none since, and the new president is an experienced officer and calming influence
- Chancellor resigned at the start of the semester (elected in April); new chancellor is experienced and actively involved
- VPPE resigned at the start of the semester (elected in April); new VPPE is very enthusiastic and did a great job with the Fall pledge class despite the dual challenges of the new pledge program and everything being virtual
- SVP has been temporarily suspended due to excessive absenteeism and lack of communication presumably due to personal issues; president will appoint interim replacement, likely one of the current officers who is interested and will maintain both roles
- VPSA resigned at the end of the semester; replacement was elected
- High number of inactive brothers; international students who would have been on campus this year but are now schooling from home in other parts of the world have opted for inactive status this semester because they could not actively participate in chapter activities due to vastly different time zones
- 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; being fully remote exacerbates this challenge, where brothers cannot interact in person

Theta Iota - University of Connecticut

District Director: Kelsey Stuart

Strengths

- Strong bond between brothers
- Consistently achieve accredited chapter or higher
- High attendance and involvement from non-officers at exec meetings
- Adapted well to a virtual environment
- Strong chapter-wide passion for community service with annual / consistent involvement with certain organizations (Joshua's Trust, Huskython, etc.)
- Initiation memorization and overall execution is strong and very much improved from previous years
- Receive funding from their school
- Have become more involved with the national fraternity instead of staying in their chapter "bubble"

Weaknesses

- Officer documentation and transitions
- Recognition and relationship with the business school and its faculty
- Difficulty accepting / understanding national decisions that affect their chapter (ex: pledge program changes, initiation changes, etc.)

Opportunities

- Connection / involvement with the CT alumni chapter
- Better awareness / planning / tracking for CMP requirements
- More involvement and active engagement with their chapter's alumni
- Options for fundraising in a virtual environment

Threats

- Larger chapter which sometimes is difficult to manage
- Some older alumni have bad habits from "old ways"
- Often feel isolated from other New England chapters as they are not located near any of them

Lambda Tau - Bentley University

District Director: Erik Budlong, Assistant DD: Elaine Wall

Lambda Tau continues to be a well-oiled machine despite the pandemic. The chapter maintains its long streak of having a positive relationship with the district direct. Lambda Tau is an ideal chapter for assistant District Directors to train.

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
- 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
- Attitude – Officers have kept a strong, positive outlook (despite COVID) with no signs of discouragement
- Officer Roles – Several brothers run for the same positions, indicating wide engagement
- Inter-collegiate Relations – Officers note they are communicating with other chapters regarding even planning

Weaknesses

- Alumni Relations - Short notice when inviting to events; Not prioritizing maintaining connections, despite alumni being readily available to connect via Zoom conference
- Faculty Initiates - Neglecting the relationships
- "Senioritus" - 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
- LEAD – Only 2 brothers attended even though virtual LEAD was easily accessible

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, LEAD

Threats

- BAC - No pipeline of graduating seniors interested in joining the alumni chapter
- Virtual Membership – Potential communication barriers by quickly adopting 100% virtual format
- Recruitment – Potential future challenges as recruitment remains completely virtual

Nu Sigma - Roger Williams University

District Director: Jinny Choi

SUMMARY

The chapter went through a challenging past few semesters with changes in leadership and some general lack of consistent communication. They are currently on guidance, but the new executive committee is extremely motivated to not only meet all of their guidance requirements, but to reach the expectations of Chapter of Recognition or even Chapter of Excellence. Nu Sigma has done a great job with adjusting to the virtual platform, having held most of their events, pledge meetings, and ceremonies online in a very smooth fashion. The brothers are extremely thoughtful in how they plan their events to cater to the interests of the chapter and collaborate well in making decisions. Despite their anxieties about a decreasing total number of members as there are mostly seniors, the chapter is excited to try out innovative recruitment techniques and recruit even more members than in past semesters. Overall, things are looking up for the chapter despite some difficulties faced in the past.

STRENGTHS

- Virtual recruitment went much better than expected, and the chapter had seven newly initiated members this past semester.
- The committee structure has been enhanced by the Zoom “breakout room” functionality, allowing each group to focus on their tasks and to build up accountability.
- The chapter is heavily focused on meeting all of their CMP requirements for Accredited Chapter and is currently on track. They are working to actively avoid mistakes made in previous years, and potentially set new expectations of the Nu Sigma chapter.
- The new executive committee is committed to making timely submissions on the Hub and meeting all requirements of their guidance.

WEAKNESSES

- Lack of interest in and attendance at regional conferences
- Weak overall communication (messaging is primarily through e-mail)
 - Could use calendar invites, group chat, e-mail group, FaceBook group, etc.
- Last-minute planning, organizing of events [due to weak communication channels]
 - Currently looking better though
- Events are “traditional” in the sense that the chapter repeats similar events every year/semester

OPPORTUNITIES

- Revamping recruitment to engage more closely with the business school, have more interactive and engaging events
- Collaborating with the business school other organizations on campus to enhance partnerships and reputation on campus
- Budgeting for conferences to build up appeal in attending (once events are held in person)
- New executive committee has many newer/younger brothers who are enthusiastic to learn from challenges from this past semester being virtual and make for a better experience in the spring.
- Fundraising opportunity per suggestion from Nu Sigma alumnus -- embroidered quarter-zip
- Creating some sort of point-system to keep brothers accountable for attending events

THREATS

- More than half of current members will be graduating at the end of the Spring 2021 semester.
 - Not meeting the ideal chapter size of 40 members after this spring semester
- Being put on guidance again if Accredited Chapter requirements are not met

Xi Phi - University of Massachusetts (Boston)

District Director: Katie McGeary

SUMMARY

Overall Xi Phi had a successful 2019-2020 school year, leading them to finish their CMP Guidance as they entered the 2020-2021 school year. They won various awards this past season as a result of improved operations, leadership growth, and a strong DD. The chapter still continues to value balance between social brotherhood as well as the CMP requirements and mission of the fraternity. They intend on putting in the resources and leaders in place to continue maintaining CMP.

STRENGTHS

- Diverse and strong professional events, some recurring.
- Diverse population, majors, and strengths.
- Overall sense of wanting to improve
- Innovative and coming up with new ideas
- Xi Phi Instagram account and social media engagement
- Recruiting during Covid-19 brought in large pledge class

WEAKNESSES

- Improvements needed for chapter meeting minutes
- Succession planning

OPPORTUNITIES

- Hoping to set up frequent communication with alumni leaders and chapter
- Set up goal setting individually and as a chapter .
- 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.
- New officers bringing in new perspectives
- Senior chapter member acting as a Assistant/Liaison/Project Manager for the chapter helped keep things on track. Checking if this is a role to maintain in the future
- Better participation from members
- Large pledge class initiated in fall 2020 even with virtual environment
- Alumni engagement

THREATS

- Maintaining social vs. professional vibe of the chapter
- Covid-19 virtual environment
- Increasing engagement beyond just chapter alumni

Xi Psi - Bryant University

District Director: Kevin Lim

Xi Psi was in a precarious position this upcoming semester. While they have done well in terms of scheduling professional events, they have not given the same focus to other areas, such as community service and submitting items in CMP on time. DD has sent them information of some virtual events (i.e. virtual Boston Heart Walk, writing e-letters to veterans/St. Jude patients, etc.) via the DSP Serves Facebook page. While these are helpful resources, challenges arise if students do not really use Facebook.

Member motivation was low due to a myriad of factors. One of these has been the member burnout through Bryant academic calendar, as Bryant administration scheduled Saturday classes every other week, to the ire of both students and faculty. Saturday classes essentially caused burnout for a majority of Brothers, as it potentially led to Zoom fatigue and furthered the apathetic feeling from Brothers within the Chapter. For the upcoming spring semester, Saturday classes are no longer scheduled. Scheduling in person meetings in a hybrid environment is limited to 15 per room, which led to the chapter needing to adjust to virtual programming. Wi-Fi outages during recruitment along with these scheduling concerns relying on in-person events yielded a pledge class of 3.

Xi Psi has work to do to pay off debt, re-engage current members, and recruit new ones. With a new set of officers and new Brothers initiated, the hope is to move towards improvement in spring 2021 and work towards getting off of CMP guidance.

STRENGTHS

- Succession and continuation from old executive committee to new one (President, VPAR, Chancellor, former VPSA is now SVP)
- Some new Brothers in executive committee to give new perspective
- Participation in National events (LEAD/Presidents Academy)

WEAKNESSES

- Apathy/motivation
- Reliance on in person interaction affecting operations, including dues payments and events planning
- "What's in it for me" mentality
- Low interest in stepping up into leadership roles
- Fundraising
- Ecomm had relaxed leadership style in fall 2020
- Did not schedule community service events in the fall semester
- Connecting with alumni only within 2 year graduation window

OPPORTUNITIES:

- Collaboration with other chapters in the region/other orgs on campus
- Working with the Dean of the business school
- Ability to give Brothers who recently initiated a way to be involved
- Fundraising - can improve for spring 2021
- Recruitment and pledging goals to re-engage and encourage motivation from new members
- Networking at national events
- Utilizing social media networking opportunities (examples: DSP Speakers and DSP Serves)
- Connecting with alumni beyond the 2+ year graduation point

THREATS:

- Adjusting to highly virtual environment due to COVID
- Members believing other orgs provide more benefit (“what’s in it for me” mentality)
- Declining chapter size and small recruitment classes
- Bryant administration scheduling activities and classes on weekends contributing to burnout of members
- Recent alumni influencing chapter apathy

Pi Rho - University of Massachusetts (Amherst)

District Director: Shannon O’Brien

STRENGTHS

- Great communication throughout the chapter
- Well organized/keeps track of important dates
- Have a well structured system
- Was able to quickly adjust to a virtual setting
- Always thinking ahead of schedule
- Strong recruitment

Threats/Weaknesses

- Keeping everyone involved due to the virtual setting.

Opportunities

- Due to their chapter size, they can really make a positive impact in the community and on campus.
- With everything being virtual for them, they have opportunities to do more unique/interesting professional events.

Sigma Omega - Northeastern University

District Director: Gary Perez

Executive Summary

The Sigma Omega chapter at Northeastern University is doing well in these trying times. The chapter is in a good state on campus with great relations to the school and other fraternal organizations on campus. The chapter has a good reputation on campus one that drives students to pursue Delta Sigma Pi on their own accord. Well we do well with recruitment. I am always surprised to see that we have students reaching out to us in their own time to discover more about Delta Sigma Pi.

The chapter was quick to adapt to the Schools conversion to virtual classes during the pandemic. During this time the chapter has done an exemplary job of holding virtual events, virtual recruitment, brothers nights, chapter meetings and executive board meetings. I was very proud of the chapter to see how they were easy to adapt to this virtual environment so quickly and still thrive.

SWOT Analysis

Strengths - The chapter remains strong and had a great reputation on campus. The chapter is known for its excellence and high quality of events. Recently an alumni of the chapter, Chirag Kulkarni, was nominated as one of Forbes 30 under 30 entrepreneurs. I feel that this great honor will be reflected on the chapter and will help us to recruit new members easily.

Weaknesses - During a recent chapter visit from the Central Office the chapter was found to be including events and requirements of new pledges that were outside the requirements of the approved pledge plan. This certainly is an error on the part of the chapter but one that I know they will rectify. The chapter president has addressed this issue with the chapter and has assured me that it will not be an issue in the future.

Opportunities - The opportunity to allow others to hold officer positions by moving to semester- long roles was identified. This is one that the chapter is open to and will pursue next semester. Due to the co-op program which requires some students to leave for semesters or even a year. Thus moving to a semester long role would allow others to hold positions. This could help bring new ideas to the chapter and bring variety to events the chapter hosts.

Threats - The move to semester-long officer positions opens up the risk with regards to officer transitions. The chapter needs to improve their officer transition process so as to ensure effective transfer of knowledge between members. In the central office visit report Haley provided several ideas and techniques that the chapter may use to perform knowledge transfers. I plan to work with the chapter closely next semester to ensure that they implement these suggestions to improve the knowledge transfer process.

Phi Chi - University of Rhode Island

District Director: Kristen Smith

SUMMARY

Phi Chi had a great Fall semester adapting to the pandemic- they were able to make improvements to their events and use their creativity to adjust to 70% of the fraternity working virtually through school. They have started to improve communication by adding Groupme as a new platform and have focused on making sure the pandemic does not negatively affect the bond of their members. Looking ahead, we have a couple repeat Executive Committee members that are able to help in adjusting into the Spring Semester as well as several new members that can bring in a new outlook to the committee. They expect to improve engagement and plan for more events that keep the Brothers involved in 2021, with the expectation that everything will still run virtually.

STRENGTHS

- Professional Event was thoroughly planned out and had at least 50% attendance
- Chapter advisor provides excellent support
- Consistently initiating faculty members, 1 new one this semester
- Attendance at LEAD event- helpful to Executive Committee members
- New pledge class is very involved
- Many new members live in the same dorm and they are able to be together through the pandemic (per school rules)
- Upcoming Executive committee has new members that are very excited to begin their involvement in DSP
- Groupme is the new platform they use that keeps members engaged and they are able to get to know everyone

WEAKNESSES

- Lack of familiarity across the chapter (people don't know everyone in the chapter)
- Attendance and engagement for virtual events (members have class & work so it is hard to prepare for an event that can work for everyone)
- More members are fully virtual because of the pandemic
- More commuters this year so members are unable to meet in person (under regulations)
- Community service event was not too engaging
- Couldn't print out fliers for better advertisement for DSP because of restrictions (this usually attracts new members in the dorms if they receive the flier)
- Hard to get people to stay engaged in events because of pandemic (no one wants to spend all their time on computer)

OPPORTUNITIES

- Working to establish and formalize committees to spread work across the chapter
 - Learned how to work zoom so they can do breakout rooms for committees
- New leadership: Many new members are in leadership (4 from the newest pledge class)
 - Due to the calendar year officer election scheduled, there are 3 repeat members and seniors will be around for the Spring semester to assist with the transition
- New members are able to access freshman dorms to advertise for DSP

THREATS

- Many students in Social Greek Life, not 100% dedicated to DSP
 - Not many people know what a Professional Business Fraternity is
- Communications: mostly through Facebook, not many people get the notifications for it
- Have to keep licensed accounts for Zoom- or there is a limit.
- Members do not want to spend all their time on Zoom to stay involved in DSP

Omega Upsilon - Providence College

District Director: Peter LaCava

Strengths

Chapter has 70 members. Involvement is fairly high as most of the members are either officers or serve on committees. Excitement is still high from Chapter Installation in October. Attendance by Chapter members in virtual meetings for Oct-Dec was good, with roughly 90% or more in attendance at each meeting. Attendance at recent DEI event and professional event was about 55% of their members.

Weaknesses

President needs to learn to delegate and not do everything himself. There were a number of forms that were submitted by the President which should have been submitted by the appropriate officer. (ex recent events and strategic plans).

Opportunities

Since Chapter was just installed in October of 2020, the opportunities are endless as to what this Chapter can accomplish. Focus for first few meetings of Spring semester will be to start utilizing the business meeting ritual as well as conducting nominations and elections for Officers for the upcoming year. I would also like them to start thinking about attending some of the upcoming virtual training sessions as well as the Virtual Provincial Council. In addition, they should also start thinking about who will be able to go to GCC. DSP is the only fraternity on campus, so there are no threats of losing interested students or semi interested students to other fraternities at this time.

Threats

Covid19 has resulted in limited interaction on campus and all meetings are held virtually. Recruiting for Spring 2021 will also be virtual and number of interested students may be low due to difficulty of recruiting on line.

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

Delta Sigma Pi Regional Report: Niagara Region

Regional Vice-President: Robert Fosdick

Regional Overview and Goal Summary

Overall, the Niagara Region is in good shape. Regarding CMP performance, many chapters are on track to achieving Accredited Chapter status, as well as aspiring to achieve Chapter of Recognition and Chapter of Excellence. For next semester, chapters are still maintaining hope that in-person events may be conducted safely, but are also preparing to hold virtual events as necessary. My goal is to help each chapter in the region achieve accredited status and to provide assistance to them as needed regarding their individual goals.

Our current leadership team is listed below this summary. There have been a few additions to the team this past semester. Samantha Servati and Justin Allen were appointed as District Directors at Alpha Kappa (University at Buffalo) and Omicron Rho (Cornell University), respectively. At this time, the only chapters in the region without a District Director are Xi Tau (Syracuse University) and Theta Upsilon (Siena College). My intention is to find individuals who live around those areas to serve in the role, with the mindset that having a District Director in closer proximity will better serve the chapters.

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. I believe there is a greater chance to achieve this given the current environment of abundant virtual events. 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. With two chapters nearby, I feel that as growth in the alumni chapter continues, there lies the opportunity for more brothers in the Albany region to remain involved after graduation. 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 very well-behaved as a region. Currently, the only chapter on guidance is Omicron Rho (Cornell University), effective until June 30, 2021. Alpha Kappa (University at Buffalo), was on probation until December 31, 2020, due to violations of deviating from the approved pledge program. These situations will continue to be monitored and assistance to the chapters will be provided as needed.

Chapter Anniversaries/Celebrations

- Theta Upsilon (Siena College) – January 9th (50th Anniversary)
- Kappa Lambda (Binghamton University) – February 28th (40th Anniversary)
- Epsilon Lambda (Rochester Institute of Technology) – March 23rd (60th Anniversary)
- Xi Tau (Syracuse University) – March 31st (20th Anniversary)

Niagara Region – Current Leadership Team (subject to change)

| Chapter | University | District Director |
|----------------|--------------------------------------|-----------------------------|
| Alpha Kappa | University at Buffalo | Samantha Servati |
| Epsilon Lambda | Rochester Institute of Technology | Lauren Laperle |
| Omega Psi | St. John Fisher College | Terri Kane |
| Xi Tau | Syracuse University | Vacant (pending assignment) |
| Omicron Rho | Cornell University | Justin Allen |
| Kappa Lambda | Binghamton University | Travis Brodbeck |
| Zeta Psi | University at Albany | Adam Thumen |
| Theta Upsilon | Siena College | Vacant (pending assignment) |

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

Steel Valley Regional Report

Fall 2020

Submitted by: Kyra Cahill, Steel Valley Regional Vice President

The fall semester in the Steel Valley region found a mix of settings, with some schools operating entirely virtually, and others in a hybrid model. This led to a semester of fraternity operations occurring almost exclusively in a virtual model. This concept was initially viewed as an obstacle for some chapters, but largely led to some innovative and original ideas on events and ways to bring brothers together.

Due to the current environment, the leadership team in the region started holding more regular meetings as a team via Zoom. This allowed us to discuss the state of the region, share best practices, and discuss upcoming events, as well as focus in on goals for the region as a whole that we want to accomplish. As a leadership team, we were able to meet formally three times over the course of the semester, with more frequent informal communications, to ensure activity is happening as expected.

With the suspension of the CMP program being lifted in Fall 2020, the chapters have been hard at work to find the best ways to operate in a largely virtual model to keep things “business as usual” as much as possible during the year thus far. At times, this has become an obstacle for chapters, as transitioning historically successful events that were held in person, to a virtual setting, proved frustrating at times. However, chapters have adapted well in time, and many strong events were held in the region this semester. This has also allowed for chapters to host inter-chapter events virtually, where they wouldn’t have been able to otherwise due to geographic limitations. As of the end of the semester, all six chapters are on pace to reach Accredited Chapter status for the year, with three of them still having potential to reach Chapter of Recognition and/or Chapter of Excellence status for the year. Successful execution of events in the spring semester will determine eligibility at the end of the academic year.

Fall 2020 also was the start of the new Pledge Program for the fraternity. We heard generally positive feedback in the region, and leadership was encouraged by the adapting of this program in a virtual environment as well. Ongoing engagement and learning with newly initiated brothers will be critical in ensuring a positive culture in the respective chapters going forward. As many of the chapters did not get to hold an initiation in Spring 2020 prior to students leaving campus, the majority of the chapters in the region held an initiation ceremony in the fall semester prior to the pledges from Fall 2020 being initiated, to ensure brothers that were pledges in Spring 2020 were able to witness the initiation ceremony prior to the Fall 2020 pledge class being initiated. In the fall semester, we had 77 brothers initiated from the fall pledge class, which is considered a success, given that the large majority of events were held virtually. Some chapters will need to focus in on recruitment even more in the spring semester, as they will be losing members of the chapter due to graduating seniors (all chapters), and transfer students (Mu Pi), but overall, fall recruitment went better than expected as a whole.

With respect to alumni engagement, after numerous calls with the National Alumni Development Chair (Paul Carpinella) and New England RVP (Jen Huynh) regarding engagement of graduating seniors and alumni, the region is collaborating with both previously mentioned parties in a pilot project to gauge alumni participation to re-engage, and provide collegiate brothers with professional and career advice. To date, approximately 4000 emails have been sent to Steel Valley and New England region alumni, who have active email addresses in our records. Currently, we have gathered responses from volunteers for events such as industry panels, resume workshops, and other programming through the National Alumni Development and Professional Development committees. This programming will commence in early spring semester. After a kick off meeting that is scheduled with VPARs and VPCRs in each region, execution of the program will be ongoing from the chapter's standpoint, rather than current regional leadership, which will provide oversight going forward.

Many chapters had alumni outreach recently independently of the above mentioned program, as during the last academic year, and this current one, 5 of the chapters in the region had or are going to have major anniversaries (Lambda-100 years in Spring 2021, Theta Kappa-50 years in Spring 2020, Theta Rho-50 years in Fall 2020, Mu Pi-30 years in Spring 2021, Nu Upsilon-25 years in Spring 2020). Unfortunately, due to the current environment, chapters have not been able to plan the large scale events that these milestones deserve. However, some are delaying the celebrations, while others are taking a more virtual approach to engaging with their alumni to celebrate. Each chapter will recognize these milestones a little differently due to the current conditions.

Due to the current environment, we have started holding regional leadership team Zoom calls on a somewhat regular basis. This is a positive to come out of the pandemic environment, and the team has gathered a lot from the calls. Chapter Presidents are going to be invited to the first call in 2021, post-President's Academy. During the calls, we have discussed areas where we felt that we could provide the most encouragement for the chapters, as well as growth, both at the collegiate level, and as a leadership team.

Commitments from the leadership team include:

- Promoting inter-chapter events among chapters in the region (and even outside the region, if possible)
- Promoting national events and participation (many previous obstacles removed with virtual programming)
- Expanding perception with professional events, and encouraging chapters to think outside the box with their normal geographic locations for event presenters
- Promoting the marketing of Chapter Leadership Funds through the Leadership Foundation (each chapter has currently in excess of \$100.00 in their funds, looking to increase, in hopes that Grand Chapter Congress is able to be held in person in August 2021, and being in the region, that many brothers from the region will be able to attend (money can go further, lesser potential for travel costs))

-Seeking out options for expansion in the region where possible

-Commitment for all District Directors and Regional Vice President to be at a minimum of Certified Deltasig Leader (CDL) Tier 1 level by the end of the current term, ending 6/30/2021 (current progress as of 12/30/2020, 2 DDs with Tier 2, RVP with Tier 2).

-Sending out invites to RVP for attendance at additional events in Spring 2021

Discussion around the above mention topics and goals will continue throughout the spring semester for progress checks and adjustments, as needed.

Due to current travel restrictions, travel did not occur within the region during the semester. However, there were increased levels of communication via phone, email and Slack, as well as specific events/meetings attended virtually (see below):

| Fall 2020 | | |
|--|----------------------------|------------------------------|
| National Virtual Leadership Retreat | July-September 2020 | National Event |
| Steel Valley Leadership Call | July 29, 2020 | Steel Valley Leadership Team |
| Recruitment Event-Meet the Brothers | September 14, 2020 | Theta Rho chapter |
| Steel Valley Leadership Call | September 16, 2020 | Steel Valley Leadership Team |
| Fall Virtual LEAD | Various dates October 2020 | National Event |
| Initiation Ceremony for Spring 2020 Pledge class | October 14, 2020 | Theta Rho chapter |
| Steel Valley Leadership Call | November 5, 2020 | Steel Valley Leadership Team |
| Initiation Ceremony for Fall 2020 Pledge class | November 7, 2020 | Theta Kappa chapter |
| Fall Officer Transition Meeting | December 6, 2020 | Beta Pi chapter |

Overall, given the obstacles and intricacies of the current environment, the region has had a fairly strong semester, and has implemented some best practices that leadership is hopeful will continue long term. We have a seasoned leadership team in the region, that has adapted well to an ever changing environment, and has provided encouragement to the chapters, and has interacted with them to ensure they are operating effectively, efficiently, and within our risk management policies. I am looking forward to the great things that will happen in the spring semester.

| Steel Valley District Directors | | |
|---------------------------------|----------------------------|-------------------|
| Lambda | University of Pittsburgh | Joseph Rock |
| Beta Pi | Kent State University | Rich Garber |
| Theta Kappa | University of Akron | Samuel Shaheen |
| Theta Rho | Duquesne University | Patrick Bonfrisco |
| Mu Pi | Penn State University-Erie | Jeff Lasky |
| Nu Upsilon | West Virginia University | Nancy Stacy |

Lambda Chapter, 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 - even through pandemic
- Centrally located in a major metro area with many businesses for professional events

WEAKNESSES:

- Some disconnect between groups of brothers; trial expulsion did occur this semester
- No faculty initiates in the past decade

OPPORTUNITIES:

- Theta Rho (Duquesne) is within two miles of Lambda; inter-chapter events could strengthen the chapter
- Pandemic recruitment has been successful thus far, as online university continues the chapter can continue to refine recruitment and redefine the former norm.

THREATS:

- Competing business fraternity (AKPsi) on campus
- Being in a large metropolitan area, the campus is more subjected to pandemic related restrictions than other schools may be.
- When events can be held in person again, there will likely be even more competition for space than previous semesters- thus limiting event potential.

DD Comments:

Lambda has impressed me with their successful transition to remote chapter operations and the new pledge program. They managed to maintain normal pledge class size and most events were able to be held virtually as well.

Beta Pi Chapter, Kent State University

District Director: Rich Garber

EVENTS ATTENDED: I participated this Fall in three chapter business meetings, one Executive Committee meeting, Pledge Induction, and the officer transition meeting. All events were conducted via Zoom.

STRENGTHS:

- Despite KSU's Business School conducting only virtual classes this semester, strong chapter leadership got Beta Pi Chapter through the Fall semester without missing a beat.
- Chapter conducted its weekly meetings via Zoom, with excellent participation and attendance. An agenda was distributed via email to Brothers before each chapter meeting and each meeting operated much like a regular in-person event. To the extent possible, the chapter operated its regular calendar, including the annual meeting where the parents of Brothers were invited to attend.
- The chapter conducted a series of Brotherhood events, meeting in person in smaller groups for various social activities such as bowling. All "bro" events were voluntary.
- A great recruiting effort yielded a "normal" sized pledge class of 26, with 24 initiated.

WEAKNESSES:

- Without any business school classes, the chapter was not able to conduct its biggest fundraiser, the Deltasig Cafe. The chapter largely compensated for this lack of revenue by focusing on events (i.e. professional speakers) that did not require any sort of expenditure.
- Because Initiation was conducted virtually, some of the Fall pledge class members were observed laughing or otherwise not taking the ceremony seriously. I've suggested that, for future virtual initiations, that Big Brothers be physically present with their Littles, if at all possible, in order to enforce a serious demeanor during the ceremony.

OPPORTUNITIES:

- I've stressed the importance of awards for this year, stating that the Cleveland GCC next summer offers the chance for Beta Pi to be very well represented at the awards luncheon if they should happen to win any national awards.
- As all meetings are virtual, I've encouraged the new EC to meet during the semester break.

THREATS:

- As is true for the majority of our chapters, this is now the second semester of chapter operations under very unusual conditions. By the conclusion of the Spring 2021 semester, a significant portion of the chapter will have never seen a regular, in-person, business meeting or ritual ceremony.
- I've stressed the importance of maintaining the knowledge base associated with conducting all parts of chapter operations, but especially the Deltasig Cafe. IMHO, it is critical that the Cafe open just as soon as on-campus classes resume, presumably in Fall 2021.
- The chapter has a significant amount of money (between \$3k and \$5k, I believe) tied up in a dispute with a hotel over the Spring, 2020 event that the chapter was forced to cancel due to COVID. Brothers are working through the University's Student Legal Services office in an attempt to resolve.

Theta Kappa Chapter, University of Akron

District Director: Samuel F. Shaheen

Summary

Theta Kappa had a good Fall Semester overall and made some positive advances. Most notably, they had successfully interacted with other chapters in other parts of the country thanks to Zoom. They had a successful recruit in the COVID environment (classes are not meeting at the University of Akron). They had some good interaction with the Alumni Chapter. Leadership characteristics in the Chapter are starting to exhibit themselves but the Chapter's reputation within the College continues to suffer as reflected in recruiting and chapter size.

STRENGTHS:

The Chapter has a well-practiced management system. The good news is that they have been doing much the same things for many years and that practice has made the Chapter steady and predictable. This is also a weakness since without change or innovation in programming stagnation occurs. The roster shows 37 members providing them with good critical mass to get things done.

WEAKNESSES:

The Chapter lacks motivation. While there are many creative and innovative people involved, few are thinking outside of the box and bring new ideas to the table. If/once they do, there seems to be little drive to complete the idea.

The Chapter also seems to maintain a "quiet" reputation in the College. Advertising and promotion is important. Many other area DSP chapters have a stronger reputation in their schools and therefore are recruiting much bigger pledge classes often having to turn candidates away to manage their numbers. After an extraordinary effort, TK managed to recruit 9 during the pandemic. It was a great performance historically (as far as during the pandemic) but they are really not growing to the size that other chapters in the region.

OPPORTUNITIES:

Upon the completion of the pandemic restrictions, the Chapter should return to the plans for a 50th anniversary celebration. It would be a great link for them, the national fraternity and their alumni.

They need to think more like a business not like a club. They have the capability and creativity but they need to apply it. They also need a coordinated program of activities, a calendar of sorts to plan the whole year at one time.

The opportunity is to take a giant leap forward.

THREATS:

Interestingly, there are few threats. The University is slowing starting to get stronger. It has been a problem because many good candidates are going to other schools.

The other student organizations are not serious competition. There is a PSE chapter but they appear to be inconsistent.

Several years ago the Chapter shifted from annual terms of office to 6 month terms. They were copying the management system used by Beta Pi (Kent State). Unfortunately, they never put the underlying support system into place. The reason that they did it was to cover for absences from internships. They need to either put that support system into place or abandon the system.

Overall, this chapter simply continues to shuffle on without doing anything spectacular. They are not in immediate danger of failure nor extraordinary success.

Theta Rho Chapter, Duquesne University

District Director: Patrick A. Bonfrisco

SUMMARY

In what has been an unprecedented semester, Theta Rho has finished up the fall term in a great place. Meetings were held virtually and ran incredibly smoothly. The chapter had a very successful recruiting process and transitioned into the new pledge program, initiating twelve new brothers, bringing the total chapter size to 63 collegiate members. The chapter completed all required community service events for the 2020-2021 year within the first semester. Operationally speaking, the chapter has completed over 50% of CMP requirements, with no late submissions, and is on track to achieve Chapter of Excellence. Having been recognized as the Most Improved Collegiate Chapter in the Steel Valley Region for the 2019-2020 year, Theta Rho is in a great position to apply for more awards this year.

STRENGTHS:

Theta Rho benefits from utilizing calendar year officer terms, which allow the Executive Committee to hit the ground running in the fall semester, as they have each served in their role during the previous semester. This has been especially beneficial this year, as the global pandemic has led to classes at Duquesne University moving to an online format and almost all chapter events were held virtually. Theta's Rho's officers were able to focus their time and attention on converting their existing programs from in person to virtual without needing to spend time learning the position at the same time.

The chapter officers have displayed a great understanding of the Chapter Management Program (CMP) and are very comfortable using the Hub. Reports were submitted in a relatively timely manner, in many cases ahead of schedule.

The fall officers were great at communicating with me, and the spring officers have already demonstrated the same. The outgoing executive committee was a pleasure to work with and the new officers seem eager to do great things!

WEAKNESSES:

In my opinion, Theta Rho can benefit from more engagement at the national level and more interaction with other chapters in the area. While I list this under "weaknesses," it should be noted that I believe this is true of most chapters in our organization and I believe the pandemic is offering our chapter's a unique opportunity (see next section) to make improvements in this area.

In a semester where the price of LEAD dropped to just \$15, and there were no travel or lodging costs, I would have hoped to see participation increase at the chapter level over previous year. Unfortunately, this was not the case as only two members of the chapter registered for the event. I believe this can likely be attributed to a number of factors, first and foremost that as the officers had already been in their roles for ten months by the time LEAD rolled around, they likely felt they had gotten the hang of the position and weren't seeking out additional training. Zoom fatigue is also a likely factor, as the

students were already spending large portions of their day in zoom meetings for class and chapter events. Finally, for some students, the idea of a virtual LEAD event may just not be as appealing as an in-person event, and there is much to be gained from the without human interaction that takes place at a typical LEAD. On a more positive note, one of the Theta Rho brothers that attended the Fall LEAD did report back to me that he enjoyed the event and learned a lot.

OPPORTUNITIES:

The global pandemic has given our chapters a unique opportunity to interact with each other more than they would have been able to do in previous semesters, and distance and travel time are no longer factors. While the fall term was utilized to figure out how to convert existing programs to a virtual setting, spring can definitely be used to explore these new opportunities to attend virtual events at other chapters, both within the same region and in other parts of the country. I have already begun encouraging the new officers to attend at least one event at another chapter and bring what they learn back into Theta Rho.

In addition, there is a great opportunity to get more members involved with national events as the officers are now brand new to their position and will be encouraged, if not expected, to sign up for as much e-learning as possible, to master their new roles in the shortest amount of time possible. I expect to see much greater LEAD attendance in the spring, higher participation at future webinars and better utilization of existing online training modules.

THREATS:

The greatest threat the chapter will face in the remaining semester of the academic year will be the increased health risks to the individual members during the final months of the pandemic and the likely upswing of infections that will come due to winter weather and the likelihood that people within the local population will begin to get a little careless with their own behavior now that the vaccine is beginning to be deployed across the country. This could also lead to stricter guidelines on campuses, which could potentially include the suspending of extracurricular activities all together.

Of course, we hope this will not be the case, and that chapters will be allowed to continue to operate virtually until it's safe to return to campus, in which case the biggest threat Theta Rho may face will be the continued zoom fatigue the students are inevitably experiencing, that may not only impact their attention span in chapter meetings and events, but in their classes as well.

We may also be facing an additional threat caused by the pandemic, as many members or their families may have been financially affected by economic shut-downs in their hometowns, and this could create challenges for students to pay dues, however, I have been impressed with Theta Rho willingness this past semester to ease up their attendance requirements to accommodate members, and I am confident that the chapter will make sure their members are taken care of in the next semester as well.

ON A PERSONAL NOTE...

It has been an absolute pleasure to serve as Theta Rho's District Director this past semester and I am looking forward to the next semester with great enthusiasm. This chapter is made up of a great group of brothers that made me feel welcome on day one. I am excited to see what they will continue to achieve in the remainder of this academic year!

Mu Pi Chapter, 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.
- Dedicated Chapter Advisor

WEAKNESSES:

- Submitting Awards for the Chapter needs improvement.
- Did not as many pledges as expected due to covid

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.
- Opportunity for professional speakers outside of the area due to covid.

THREATS:

- Covid-19

Nu Upsilon Chapter, West Virginia University

District Director: Nancy Stacy

STRENGTHS:

- Nu Upsilon's executive committee has continued to be motivated and do what's best for the chapter even through moving all functions online.
- The chapter uses GroupMe to keep all members updated about all chapter events and meetings.
- Nu Upsilon did an excellent job of continuing to have chapter meetings and events via Zoom. During meetings, they tried to keep things interesting and fun by doing breakout rooms, surveys, and playing games.
- The chapter is on track to accredited chapter; officers have been submitting reports to the HUB.
- Nu Upsilon took advantage of virtual meetings by having a couple of speakers for professional events that wouldn't have been able to be there in person.

WEAKNESSES:

- With all meetings being virtual on Zoom, Nu Upsilon could take advantage of this to connect with other chapters.
- Collegiate members are in contact with recently graduated brothers, but I would like to see them more effectively reach out to all alumni.

OPPORTUNITIES:

- The fall pledge class was smaller than their typical pledge classes. The chapter will want to make sure they are on top of recruiting efforts in the spring. According to the chapter officers, there is already interest generated in spring recruitment on campus due to more faculty support.

THREATS:

- If all chapter functions continue to be on Zoom, it will be easy for events and meetings to feel impersonal if brothers don't turn on cameras.

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