

South Central Leadership Team Reports

Spring 2021

South Central Provincial Vice President 2020-2021 Report Mark Wernette

South Central Provincial Committees

- Professional Development Chair – Emily Hudson
- Scholastic and Awards Chair – Joe Shaver
- Community Service Chair – Kevin Gore
- Alumni Development Chair – Charlie Kenney
- Marketing Chair – Megan Paul

Summary

WOW! A lot has happened since our last South Central Provincial Council Meeting. A couple days after we left Dallas, TX last March 2020 everything went on lock down and the school year was turned upside down for all of our collegian brothers due to COVID-19. For the most part, our chapters have taking all the hits in stride and have made the best of things. Our brothers have had great attitudes, have been innovative, and have figured out ways to continue to be successful in an adverse environment in which most of our chapters are operating virtually or a hybrid model.

Even recruitment did not slow down too much in fall 2020. The top two chapters in the South Central Province were Beta Phi with 34 new initiates and Beta Epsilon at 32 new initiates. Ten chapters had more initiates in fall 2020 than they did in fall 2019. Lambda Upsilon had a 275% increase and Iota Omicron had a 200% increase from fall 2019 to fall 2020. The other eight chapters who saw more initiates in fall 2020 than fall 2019 in the South Central Province included Beta Kappa, Chi Psi, Nu Xi, Lambda Nu, Iota Nu, Beta Phi, Alpha Chi, and Beta Epsilon. This is partly made possible thanks to the Ritual Task Force that developed virtual and social distance ritual. Without this, we might be looking at zero initiates and nothing positive to note here. Special thanks to Charlie Kenney and Kaitlynn Kaminski (current President of Kappa Omicron) for representing the South Central Province on this task force. Also, a big thank you to the volunteers and staff who helped chapters prepare for virtual recruitment and virtual operations.

As I write this report, COVID-19 continues to weigh down our world. But there is hope, and vaccines are starting to be administered across the country. We will come out of this, stronger than ever. There will be some challenges once we are back to in person programming. There will be some things that will need to be re-learned and re-experienced. But together, we will overcome all challenges and help our chapters be the best they can be.

High Priority Risks

Risk Management:

Beta Kappa, University of Texas (Warning Letter) – A warning letter was sent in November 2020 due to pledge program violations, including additional pledge program material outside of the standard pledge education program and conducting brother interviews.

Other:

Pledge Education – When issues or concerns were brought to light during the semester regarding the new pledge education program, it was usually discovered that the chapter was not fully following the pledge education guide in order to make sure pledges were getting the most out of the program, pledges were not attending chapter events and meetings, or officers had not attended training sessions over the new program. Ensuring all chapters and VPPEs receive training is important to ensure full compliance with the pledge education program and that pledges and chapters are getting the full benefit of the programming and the integration of pledges into the chapter. On the flip side, there were many positive stories from the first semester under the new pledge education program, and problems were minimal. See additional information about pledge education further down in this report.

All Chapters – Going into fall 2020, and beyond, all chapters were considered high risk. Chapters will experience recruitment and member motivation issues due to challenges related to being virtual or other in-person limitations due to COVID-19. “Zoom-fatigue” is a real thing, some may perceive less value in virtual operations, and there is a loss of community when there is not “real” human connections (this is real). Once COVID-19 ends and things are “back to normal”, there will be a steep learning curve related to in person programming, operations, ritual, healthy traditions and chapter culture. In some cases, chapters will need assistance similar to what a new colony receives. Good volunteers will be needed to assist chapters. Some structural adjustments being looked at on the national level could be highly beneficial for helping strengthen our chapters once we are back in person. In addition, we should promote the Officer Modules that are available, and follow up with those who do not complete them. COVID-19 has also taken a toll on our volunteer leaders. They have faced work issues – layoffs, company closings, and/or overworked. There is a very legitimate mental health concern due to stay at home orders and isolation. There is lack of motivation in volunteer work due to a disconnect from not being around chapters and other leaders in person, and a disruption in normal operations. There is also the loss of some of the ‘fun’ parts of a volunteer’s job, such as travel, in person award presentations, or even a handshake or a hug. Some of these issues have no cure until there is a vaccine. For others, we must continue to support each other as much as possible until we are through with COVID-19 and things are back to normal. A HUGE thank you to all of our volunteers who have served our Fraternity during the past year. It has been a challenge but you have done a great service to our brothers.

Major Province Goals

Improve CMP Performance: CMP continues to be a priority in the province. CMP serves as a road map for chapters. When chapters do the things listed in CMP, they are doing the things they are supposed to be doing as a chapter. CMP recognition in itself is not the end goal. Instead, high quality chapter operations is the end goal. CMP is merely the map and the measuring stick. Our approach to CMP has been, and will continue to be, 1) communicate expectations 2) educate 3) reward those who do well 4) accountability and corrective action. The province’s Michael Mallonee “Where Leadership Begins” fund pays out to chapters who achieve Chapter of Excellence. Along with CMP, an emphasis has been added for overall chapter health, with working with chapters to improve all aspects of their operations and cultures. For historical reasons, the following chart shows the percent of chapters in the province who have achieved Accredited Status over the last several years.

| Tier | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Accredited | 18/37=48% | 15/38=39% | 20/38=53% | 21/38=55% | 18/36=50% | 20/37=54% |

A special thank you to Kevin Gore and his task force for their work on CMP adjustments for the 2020-2021 school year to adapt to the COVID-19 environment.

Increase LEAD Attendance: For the 2020 virtual fall LEAD, the South Central Province had the fewest registered collegiate members, but this does not capture the people who shared screens or registration links. Spring LEAD training sessions should be heavily promoted by all to encourage participation. We should hopefully have a more accurate registration/participation count since it will be free to attend. Note – the attendance numbers in this report are not adjusted for size of the province, which varies. South Central Province has the smallest number of chapters.

| Collegiate Attendance per LEAD Event | | | | | | | | | | | | |
|---|------------|------------|------------|------------|------------|-----------|------------|------------|------------|------------|------------|------------|
| Province | Spring 15 | Fall 15 | Spring 16 | Fall 16 | Spring 17 | Fall 17 | Spring 18 | Fall 18 | Spring 19 | Fall 19 | Spring 20 | Fall 20 |
| South Central | 139 | 136 | 255 | 143 | 156 | 66 | 166 | 278 | 213 | 226 | 221 | 101 |
| Northeastern | 283 | 203 | 296 | 304 | 304 | 208 | 428 | 225 | 424 | 177 | 300 | 205 |
| North Central | 242 | 179 | 240 | 155 | 345 | 122 | 324 | 190 | 340 | 134 | 237 | 154 |
| Southern | 199 | 313 | 322 | 217 | 288 | 177 | 295 | 178 | 281 | 142 | 207 | 143 |
| Western | 288 | 183 | 406 | 433 | 402 | 218 | 492 | 207 | 423 | 238 | 373 | 166 |
| <i>*Does not include pledges, alumni, leadership, or guests; fall 2020 was virtual and might not count shared screens/registrations</i> | | | | | | | | | | | | |

We have made adjustments in promoting LEAD and will continue to explore things that work. Clearer expectations will continue to be communicated as well. We will continue to develop guidelines for promotions, working with chapters about financing options, and receiving feedback about desired sessions and activities at LEAD. Some factors we have identified as having a large impact on registration numbers include location (desirable location, centralized location, travel costs, etc), competing LEAD events (chapters will pick a closer LEAD or “more cool location” if there is an option), and a chapter’s District Director and their attitude and approach to LEAD. District Directors are the key to driving attendance. They can lead by example and “bring” the collegiate members with them. Statistics for DD registration for the fall virtual LEAD are included below. The South Central Province had 53% of our DDs

registered for LEAD, with attendance varying greatly by region. This was average when benchmarked to other provinces, with Western leading the way at only 64% of their DDs registered. We must figure out a way to engage our DDs (and chapter advisors) when it comes to LEAD. A big thank you to all of the DDs who did register for fall LEAD and attend on a regular basis! We should figure out more ways to engage, recognize and thank our leaders who attend national events.

| District Director Registration - 2020 Virtual LEAD | |
|---|---------------------------|
| Province | Percent Registered |
| South Central | 53% |
| Northeastern | 53% |
| North Central | 52% |
| Southern | 50% |
| Western | 64% |
| | |
| Breakdown by Region in South Central | |
| Gateway Region | 50% |
| Gulf South Region | 16% |
| Gulf Western Region | 25% |
| Midwestern Region | 80% |
| Southwestern Region | 85% |
| Tornado Alley Region | 75% |

Enhanced Leader Training: This goal is to help raise the level of training for current and future leaders in the province at all levels – PVP, RVP, and DDs. There is still much work to be done in this area. An emphasis was placed on encouraging participation in existing programs like CDL and National Volunteer Leadership Retreat, but participation still remains low. The chart here shows the percent of DDs in each region in the South Central Province who are a CDL:

| District Director CDL Training by Region (as of 12/6/2020) - Goal is 75% | | |
|--|---------------|---------------|
| Region | Tier 1 | Tier 2 |
| Gateway Region | 62.50% | 50.00% |
| Gulf South Region | 16.67% | 16.67% |
| Gulf Western Region | 25.00% | 12.50% |
| Midwestern Region | 60.00% | 40.00% |
| Southwestern Region | 42.86% | 42.86% |
| Tornado Alley Region | 50.00% | 50.00% |
| Total For Province | 42.11% | 34.21% |
| *The Provincial Professional Development Committee sent communications to DDs who were not CDLs the first week of December 2020. | | |

We will continue to promote training programs and work towards our 75% CDL goal.

We are also working on self-assessments tools for RVPs and DDs (and chapters), in order to help coach leaders on what they should be doing. We will also be looking at enhancing training done by RVPs for their teams, as this can be some of the most important and impactful training individuals receive. We are also encouraging aspiring leaders to participate in training as well, in order to help build the leadership pipeline. There are opportunities harnessing technologies like Zoom to do training with our leaders. In addition to our RVPs and DDs, I have begun working on resources and have started discussions with staff and the Past Grand President on training for PVPs, in order to help ensure new PVPs are successful out of the gate.

Other goals and objectives continue to be developed for the province.

Province Highlights and Other Projects

Alumni Engagement/Alumni Leaders – I crafted a proposal for an Assistant District Director position and have submitted it for consideration at the January 2021 Board meeting. I have written a revised Subject Matter Expert whitepaper (original paper submitted at the August 2020 Board meeting) and have submitted it for discussion at the January 2021 Board meeting with the intent for the Organizational Development Committee to further refine it for final Board approval. Along with this theme, the new alumni survey that was previously approved by the Board should be implemented soon, and the South Central Province Alumni Development Committee has held virtual new alumni orientations for each region during COVID-19 in order to promote leadership opportunities and engage new grads. A continuation of the development of these types of systems and efforts can continue to increase our pipeline of new and better leaders in the future, while significantly increasing the assistance to our collegiate chapters. One area to explore improvement in is the tracking of potential good leaders, and even creating more in depth profiles for each person.

District Directors – Below is a chart using HUB data that shows statistics of our DDs. Generally, the South Central Province is average compared to other provinces, according to several of the metrics below, though this may still vary by region. Contrary to what some people think, the average DD is NOT the DD for the chapter they initiated at (70% work with a different chapter), and the majority are not a new graduate (57% graduated more than 5 years ago, 30% graduated more than 10 years ago).

District Director Statistics (as of 12/6/2020)

| Province | Number of DDs | DD of Initiated Chapter | Graduated Within Past Year | Graduated Within Past 5 Years | Graduated Within Past 10 Years | Initiated Within Past 3 Years | Initiated Within Past 5 Years | Initiated Within Past 10 Years | DD of Init. Chapter And Grad. Within 3 Years |
|-------------------------------|---------------|-------------------------|----------------------------|-------------------------------|--------------------------------|-------------------------------|-------------------------------|--------------------------------|--|
| Northeastern Province | 56 | 35.71% | 7.14% | 44.64% | 60.71% | 7.14% | 25.00% | 51.79% | 10.71% |
| North Central Province | 48 | 18.75% | 6.25% | 45.83% | 64.58% | 2.08% | 18.75% | 52.08% | 4.17% |
| Southern Province | 42 | 42.86% | 2.38% | 35.71% | 76.19% | 0.00% | 11.90% | 54.76% | 7.14% |
| South Central Province | 35 | 31.43% | 0.00% | 40.00% | 77.14% | 0.00% | 11.43% | 65.71% | 11.43% |
| Western Province | 50 | 26.00% | 10.00% | 48.00% | 74.00% | 6.00% | 32.00% | 62.00% | 8.00% |
| Total | 231 | 30.74% | 5.63% | 43.29% | 69.70% | 3.46% | 20.78% | 56.71% | 8.23% |

Diversity and Inclusion – After co-writing two recommendations that were approved earlier this summer (DEI training and DEI assessment being added to CMP), the national Board continues to have talks and

explore areas we can make improvements in our Fraternity. DEI should remain a priority as we move forward.

Pledge Education – We have now completed our first semester with the new pledge education program, which was approved at the August 2019 Board meeting and developed over the last year. A lot of staff and volunteer time has gone into making this a reality. There is still a long ways to go. We have identified some weaknesses in training, which leads to lack of understanding of the program – the training opportunities exist, but we have not verified that all chapters/VPPEs have received it. We should continue training efforts and work to ensure all appropriate parties are receiving it. Leaders should also enthusiastically embrace the benefits of the new program, positively promote it, and verify that it is being properly executed. We must also remember that the pledge education guide is a living document – improvements to the program can, and should, be made on a continuous basis, as intended with the programing being separate from policy. We will not be able to verify the desired results of the new system until a couple of years from now (higher brother retention rate, more knowledgeable brothers, healthier chapter cultures, less risk management issues).

Awards – Efforts in promoting awards appears to be paying off, with South Central having some great provincial winners, as well as Iota Nu winning National Outstanding Collegiate Chapter and National Outstanding Alumni Relations, Kansas City winning National Most Improved Alumni Chapter, and Debra Cartwright winning National Chapter Advisor of the Year. After having the first National COY from the South Central Province two years ago (since the creation of the province), we followed that up with our second National this past year, with Cody Vasquez winning. In promoting COY, we stress the following three week process to chapters: 1) educate chapter members about COY and get people to start thinking about it 2) take nominations, 3) candidates give speeches and the chapter votes. We will continue promoting this process, which helps encourage chapters to pick the most qualified individuals for their chapter COY. 68% of South Central Chapters had a COY submit an application this year, which is comparable to other provinces and down from 70% in 2019. We trail Western, who had a whopping 87%! We need to continue to connect with chapters about the COY selection process.

| Collegian of the Year Application Submissions 2020 | |
|---|-------------------|
| Province | Percentage |
| South Central | 68% |
| North Central | 50% |
| Northeastern | 66% |
| Southern | 66% |
| Western | 87% |
| *South Central had 70% submission rate in 2019 | |

COVID-19 Task Force – A special thank you to all brothers who served on a COVID-19 task force in order to help our Fraternity have a chance at a successful year during COVID-19. Many of the chapter accomplishments this past semester (and next semester!) would not have been possible without their work and the pivots we have taken.

Leadership Foundation

Endowment Funds in the South Central Province – There are currently no funds in the province working towards the minimum endowment level.

Michael Mallonee “Where Leadership Begins” (South Central Province) Fund – The balance as of 6/30/2020 was \$46,947.85, with another \$873.07 added in donations as of 10/31/2020. We will continue to run some promotional campaigns over the next year in order to boost this fund to \$50,000 (and beyond!) in order to grow the size of grants to deserving chapters in the South Central Province.

Chapter Leadership Funds – Chapter Leadership Funds continue to be pushed in the province, with varying degrees of success. As of 12/6/2020, all 37 chapters (100%) in the South Central Province have received a donation to their Chapter Leadership Fund. Total current balance for the province is \$14,233, or an average of \$384 per chapter. When benchmarked to the other four provinces, this is the highest average. The total approved amount is \$4,378.77, or \$118.35 per chapter. The combined current balance and approved requests (total donations) average for the South Central Province is \$503.02 per chapter, which trails the North Central Province. However, the median combined current balance and approved requests for the South Central Province is \$222.75 per chapter, which leads the country. The median average might paint a better picture since it takes out some of the outlier chapters. Overall, Chapter Leadership Fund fundraising in the South Central Province is above average based on these benchmarks. However, only two chapters, Truman State and Midwestern State University, have received more than \$1,000 in donations so far. Several chapters have only received a single donation, and many donations have been small.

We will continue to promote these funds and hopefully traction will build over the next year or two. The Tornado Alley RVP (my wife) and I did a promotional video at the beginning of the semester to help promote Chapter Leadership Funds, and they were covered in depth at points during virtual LEAD. However, chapters engaging with their alumni is going to be the highest impact in promoting donations to Chapter Leadership Funds. In addition, chapters must continue to thank their donors in order to maintain engagement with them. During 2020 spring LEAD, there were thank you card packets for each chapter to write thank you cards to their donors. Packets that were not picked up at the Leadership Foundation table were passed out to chapters during the Provincial Meeting. This resulted in a lot of thank you cards being filled out and sent. This practice should continue in the future. In addition, it appears that some chapters are getting into the routine of thank you cards to their donors, or other recognition. This is great to see! Another thing that might help with fundraising efforts is for chapters to set goals. Examples include setting a fundraising goal of \$1000 a year, or have a goal for balances at certain points throughout the year (sufficient funds for 1 GCC registration by GCC, sufficient funds for 8 LEAD registrations by LEAD, etc).

| Chapter Leadership Fund Balances | | | | | |
|--|-----------------|-------------------|----------------------------------|--|--|
| As of 12/6/2020 | | | | | |
| Average per Chapter in Province* | | | | | |
| Province | Current Balance | Available Balance | Total Lifetime Approved Requests | Combined Current Balance & Approved Requests | Median Combined Current Balance & Approved |
| South Central | \$ 384.68 | \$ 379.81 | \$ 118.35 | \$ 503.02 | \$ 222.75 |
| North Central | \$ 357.32 | \$ 353.07 | \$ 175.23 | \$ 532.55 | \$ 103.50 |
| Northeastern | \$ 306.59 | \$ 300.81 | \$ 9.11 | \$ 315.70 | \$ 18.54 |
| Southern | \$ 78.62 | \$ 75.55 | \$ - | \$ 78.62 | \$ 15.33 |
| Western | \$ 216.87 | \$ 213.17 | \$ 115.33 | \$ 332.19 | \$ 167.17 |
| *All are mean average except for the last column | | | | | |

Expansion Efforts

- Washburn University – Colony is up and going with an outstanding DD in Henry McDaniel.
- UT – Permian Basin – Interest has been brought up at this school, though no formal action was taken during the past semester.
- UT – Rio Grand Valley – We have a promising contact here and this should be further explored in the near future. There is no update as of the date of this report.
- Other schools to explore are UT-Tyler, West Texas A&M, Tarleton State, Sam Houston State, Wichita State, and Texas A&M San Antonio. Some of these have had colonies in the past. In the spring, we should also reach out to Texas A&M Corpus Christi about the possibility of coming back, though it might be a year or two before formally starting the colony process (if allowed). Kansas State and University of Arkansas remain two of the larger universities in the Province we are not on. Though there have been challenges with administrations in the past, they should remain on our radar as promising opportunities for potentially large chapters.

**Gateway Regional Vice President
2020-2021 Report
Matt Hudson**

Travel(s)

| Date | Chapter/Event Reason |
|-------------|---------------------------------------|
| 8/27 | Sigma Psi - Chapter Meeting (Virtual) |
| 10/20 | Beta Sigma - Initiation (Virtual) |
| 10/24 | Iota Nu - Initiation (Virtual) |
| 10/24 | Eta Nu - Initiation (Virtual) |
| 10/25 | Alpha Beta - Initiation (Virtual) |
| 10/25 | Sigma Psi - Initiation (Virtual) |
| 11/14 | Alpha Chi - Initiation (Virtual) |

DD Appointment List

| Chapter | District Director |
|----------------|--------------------------|
| Alpha Beta | Don Fitzgerald |
| Alpha Chi | Kristen Wilhelm |
| Beta Sigma | Jeanne Safron |
| Eta Nu | <i>Vacant</i> |
| Eta Sigma | <i>Vacant</i> |
| Iota Nu | Julie Baer |
| Kappa Omicron | Sally Hinkle |
| Sigma Psi | Joe Shaver |

Chapter Updates

Alpha Beta – University of Missouri
41.46% Complete / 31.71% Approved

Overall, the Alpha Beta chapter has had a solid first semester in the 2020-2021 fiscal year. The chapter was able to work out an agreement with the university's concessions management vendor where they will be able to continue to work the concession stands as a fundraiser while not having to sell or handle alcohol per our Risk Management policy. This is a big relief for the chapter that was nervous about where funds would come from if the SEC policy change to start serving alcohol meant an end to their key fundraiser.

In terms of recruitment, the chapter saw near a 50% reduction in their pledge numbers from their Fall average the previous 3 years, as to be expected with the ongoing pandemic. While the Fall 2020 pledge class was significantly smaller, the chapter was able to initiate 18 new brothers into the chapter, which is a healthy number that will help ensure the chapter continues operations for the foreseeable future.

The chapter will not be able to achieve Accredited tier this year due to badge inventory issues as well as no brother registering for Fall LEAD. Currently, the CMP percentages for Accredited are low due to no professional events having been submitted to the Hub, though the chapter has been holding regular professional events throughout the semester. No significant progress has been made so far towards the Recognition and Excellence tier.

Alpha Chi – Washington University
46.34% Complete / 31.1% Approved

The Alpha Chi chapter went into the Fall 2020 semester knowing it would be very atypical - they were the only chapter in the region where the university was delaying the start of the academic term to mid-September. Despite the shortened semester and pandemic-related policies and restrictions, the chapter had another solid Fall semester. The chapter saw 23 new brothers initiate this semester, which is their average pledge class size for the Fall. This should help ensure the chapter maintains a membership around 90 brothers.

The chapter is on track to achieve Accredited tier this year. Currently, the CMP percentages for Accredited are low due to no community service events having been submitted to the Hub. No significant progress has been made so far towards the Recognition and Excellence tier.

Beta Sigma – Saint Louis University
43.90% Complete / 34.15% Approved

Beta Sigma had a bit of a rough start to the Fall 2020 semester as it was announced during the first weeks of classes that the chapter President would not be enrolling in classes that semester. This led to the focus of the chapter being primarily on figuring out who would be the new President for the remainder of the term and any additional impacts on other executive committee positions.

Likewise, recruitment during Fall 2020 proved to be a challenge, bringing in a total of 8 new brothers into the chapter - roughly a third of their non-pandemic numbers. Spring recruitment will need to be strong if the chapter wishes to maintain their average chapter size of 50.

The chapter is on track to achieve Accredited tier this year. This is the first time in 8 years that the chapter has been on track to achieve Accredited going into the Spring semester. Currently, the CMP percentages for Accredited are low due to no community service events having been submitted to the Hub. Some progress has been made so far towards the Recognition and Excellence tier, which could be achievable if the chapter sets a concerted focus on these requirements.

Eta Nu – University of Missouri - St. Louis
43.90% Complete / 39.02% Approved

Eta Nu started the fiscal year off strong, having to bounce back from a few misses in Spring 2020 that caused them to miss Accredited for the 2019-2020 year. The pandemic saw no real impact on their recruitment efforts, with 6 new brothers initiated into the chapter. This is right on their average recruitment number for Fall, which does keep their membership total numbers averaging in the low 20's - under the national fraternity's strategic priority of having the majority of chapters at or above 30 members.

The chapter is on track to achieve Accredited tier this year. No significant progress has been made so far towards the Recognition and Excellence tier.

Eta Sigma – Southern Illinois University - Edwardsville
43.90% Complete / 41.46% Approved

The Eta Sigma chapter is currently on guidance due to concerns with overall membership numbers. The chapter started the Fall 2020 semester with 10 dues paying members. The chapter was able to hold two pledge classes during the semester, which brought in 4 new brothers. The chapter will continue to be on guidance to provide support in the areas of recruitment and pledge retention.

Overall, the chapter has been consistent in its operations, only having challenges in two areas. Financially, the chapter is struggling to get invoices paid on time due to challenges accessing funds while brothers are virtual. Also, as of the writing of this report, the chapter has not submitted any community service events for the Fall semester. The chapter will need to focus on these areas if it wishes to achieve Accredited this year.

The chapter is on track to achieve Accredited tier this year. No significant progress has been made so far towards the Recognition and Excellence tier.

Iota Nu – Truman State University
53.66% Complete / 51.22% Approved

Iota Nu had an absolutely stellar 2019-2020 fiscal year, seeing the chapter be recognized as the National Outstanding Collegiate Chapter of the Year. Congratulations to the chapter for your continued success!

The chapter still continues to face challenges around recruitment and retention. The trend of declining enrollment at Truman State is shown in membership numbers - the chapter started the Fall semester with 44 members, which is nearly a 50% reduction from 5 years ago. Considering

the smaller chapter size, the brothers were able to pull in a strong pledge class of 11 new brothers, which is on trend with their previous Fall numbers.

It should also be mentioned that the chapter's long time advisor, Dr. Debra Cartwright, will be retiring at the end of the school year. Thank you Dr. Cartwright for all your years of service to the University and our Fraternity.

The chapter is on track to achieve Accredited tier this year. Significant progress has been made so far towards the Recognition and Excellence tier and should be achieved as well if trends continue.

Kappa Omicron – Missouri State University
56.10% Complete / 48.78% Approved

Overall, the Kappa Omicron chapter is having a stellar 2020-2021 fiscal year. The chapter did not see as many pandemic-related policies in place at Missouri State University, so while virtual options were made available for brothers, much of the operation was business as usual.

Recruitment in Fall 2020 was a bit lower than previous Fall semesters at 18. However the chapter improved its overall pledge retention numbers and initiated all 18 pledges into the chapter, which is right around their average initiation class. This should keep the chapter averaging at around 70 members strong for the next few semesters.

The chapter is on track to achieve Accredited tier this year. Significant progress has been made so far towards the Recognition and Excellence tier and should be achieved as well if trends continue.

Sigma Psi – Lindenwood University
46.34% Complete / 36.59% Approved

Sigma Psi came into 2020-2021 off a strong previous year which would have seen them achieve Accredited, Recognition and Excellence tiers. The chapter has continued to see strong motivation, moral and programming; despite Lindenwood University having some of the highest COVID positive numbers of Missouri Universities, and most activities switching to virtual.

The main area of concern for Sigma Psi continues to be meeting the national fraternities' strategic priority goal of 30 members. The chapter started the year off with 22 members, and saw 7 new brothers initiated for Fall 2020. This is a decrease from the previous two Fall semesters, and may bring membership numbers even lower in the future if the chapter does not have a stronger than usual Spring recruitment class. Spring recruitment has typically been a challenge for the chapter, so this will need to be an area of focus.

The chapter is on track to achieve Accredited tier this year. Some progress has been made so far towards the Recognition and Excellence tier, which could be achievable if the chapter sets a concerted focus on these requirements.

St. Louis Alumni Chapter

The chapter continued to see recent grads excited to step up into leadership positions with the Alumni Chapter, including a new president. While the pandemic and social gathering

restrictions have put many of the new exec committee's plans on hold, the chapter has continued to host virtual events to keep brothers in touch.

Regional Expansion Activity

No expansion activity currently underway. Possibilities for future expansion exist at Maryville and Southeastern Missouri State in Missouri, along with multiple state universities in Arkansas. Some interest has been shown in franchising an alumni chapter in Springfield, Missouri.

Regional Goals For 2019/2020

1. Appoint District Directors at all chapters in the region.
2. Work with the St. Louis Alumni Chapter to update the transition approach for collegiates moving to alum, in order to help rebuild the bench of future leaders for the region.
3. All chapters achieve Accredited CMP and apply for awards

Comments

Overall, the region is doing very well in spite of the uncertainty surrounding the pandemic. One area of focus for the Spring semester will be the Risk Management and Diversity CMP requirements. So far, no chapter in the region has submitted events to meet these requirements, and I have concerns that they may cause many of the chapters to miss Accredited status should plans not be in place early to hold these events.

**Gulf South Regional Vice President
Jan 2021 Update
Megan LeBouef Samano**

District Director Appointment List

| Chapter | District Director |
|----------------|--------------------------|
| Beta Psi | Devon Chadwick |
| Beta Zeta | Erin VanGeffen |
| Delta Nu | Laura Bensabat |
| Eta Tau | Jennifer Frey |
| Kappa Xi | Samantha Hill |
| Gamma Mu | Hernan Espinal |

Chapter Updates (as of 12/28/2020)

Beta Psi - Louisiana Tech - Ruston, LA

CMP Accreditation Report: Complete 21.95% Approved 14.63%

0% Pledge Retention Rate - initiated -members

Decrease in CMP from prior term. Struggling with recruitment. Chapter has been on guidance for many months. Call with National leadership to discuss path forward in Nov. Letter of concern sent in December. No money owed.

Beta Zeta - Louisiana State University - Baton Rouge, LA

CMP Accreditation Report: Complete 58.54% % Approved 48.78%

92% Pledge Retention Rate 22 initiated 97 members

Increased pledge/initiate retention from prior year, so that is awesome. Area Alumni are still working to revive area alumni chapter. CMP has a slight decrease from prior term. No money owed. Several risk management issues came up last semester, but seem to be handled btw CO, officers, and Chapter.

Delta Nu – Loyola University – New Orleans, LA

CMP Accreditation Report: Complete 31.71%% Approved 14.63%

100% Pledge Retention Rate 1 initiated 34 members

While they are maintaining numbers in terms of size, they need to focus on recruitment since only 1 person was initiated last semester. Balance owed to CO. CMP has decreased from prior term.

Gamma Mu – Tulane – New Orleans, LA

CMP Accreditation Report: Complete 34.15% Approved 24.39%

100% Pledge Retention Rate 23 initiated 117 members

There has been a continued drop in CMP participation from the prior years, however officer reports were turned in and approved on time. No money owed.

Kappa Xi – University of Louisiana, Lafayette – Lafayette, LA

CMP Accreditation Report: Complete 39.02 %Approved 26.83%

100% Pledge Retention Rate 2 initiated 8 members

Several items on CMP are late, unapproved, or not received. We've had several calls to help them but not seeing much success or improvement. There is desire but not seeing the action. Balance owed to CO.

Eta Tau – McNeese State University – Lake Charles, LA

CMP Accreditation Report: Complete 19.51% Approved 12.20%

0 % Pledge Retention Rate 0 initiated 21 members

Significant drop in CMP. Many reports are past due. However, it looks like items related to pledging/initiation. Since the chapter was greatly affected by 2 back to back hurricanes, they were unable to have a successful recruitment period. Focus this semester needs to be on recruitment so they can bounce back.

Challenges

Consistently seeing many chapters struggle with online presence. Hopefully they take part in the Ready, Set, Recruit workshop.

Regional Goals

1. Continue reaching out to chapters to make personal connections and increase communications amongst Chapters and DD's. I hope to continue getting more involvement from recent alumni whether it be on a regional committee or in a DD role. I have many recent graduates that seem ideal for leadership roles in the region.
2. Promote attendance at Provincial and National Leadership events.
3. Encourage quality applications for scholarships and awards.

**Gulf Western Region
Gilbert Landras**

District Director Appointments

Beta Kappa – Charles Hill
Zeta Nu – Tiphonie Contreras
Eta Psi – Taylor Klavan
Theta Omega – David Riedel
Lambda Nu – Micah Raaf
Lambda Upsilon – Sergio Maltos, Jr.
Omicron Phi – Muriel Perez
Pi Omega – Joelyn Parker

Travel Dates:

- None. Virtual only

Beta Kappa Chapter

The University of Texas at Austin
Accredited Percent Complete: 34.15%
Accredited Percent Approved: 24.39%

Beta Kappa is bit of a mixed bag right now. They were up until the lock down pretty involved nationally attending national events and being participative with the chapters in their city (both collegiate and alumni). They for a time fell short when it came to adjusting to the new pledge program. They aren't the only ones having a hard time adjusting but in time they will get used to it. This term they have also uncharacteristically not kept up with their CMP submissions. I am confident they will catch up in the Spring. Otherwise, they pledged and initiated 18 new brothers with 100% retention.

The Zeta Nu Chapter

Texas A&M University – Kingsville
Accredited Percent Complete: 43.90%
Accredited Percent Approved: 34.15%

Zeta Nu has become the smallest chapter in the region. Already isolated my concern is that this virtual program due to the pandemic is not conducive for them to maintain their numbers. They pledged 3 and initiated 2 brothers into the chapter this past Fall. We do say quality of quantity, but this is dangerous (through no fault of their own). They still have great status with their alumni locally and with the professors/administration at A&M Kingsville. As soon as class is in person again I see a great bounce back.

Eta Psi

The University of Houston

Accredited Percent Complete: 34.15

Accredited Percent Approved: 7.32%

Not sure what to say. They have the ability and the means to stay on top of their CMP reporting. It seems to be a choice whether to complete the requirements online. Perhaps it is a hard time adjusting to pandemic restrictions. They recently caught up on their financial obligations to the fraternity. Now that the finances are caught up I can only hope that this is the momentum they need to get back on track. They otherwise pledged and initiated 7 new brothers and has maintained a pretty strong chapter size.

Theta Omega

St. Edwards University

Accredited Percent Complete: 56.10%

Accredited Percent Approved: 39.02%

Theta Omega is doing incredibly well relative to the rest of the region. They stay on top of their operations. Theta Omega successfully pledged and initiated 11 new brothers in the Fall 2020. I hope their spring semester is as successful as their fall!

Lambda Nu

Texas A&M University at College Station

Accredited Percent Complete: 43.90%

Accredited Percent Approved: 29.27%

Lambda Nu is still one of the larger chapters in the region. Their District Director was recently selected as the Provincial District Director of the Year. Huge boost in morale for a chapter that like many others had taken some time to adjust to the new way of conducting chapter business. Lambda Nu pledged 27 and initiated 26 new brothers. They just need to stay on top of their finances, and they will be set up for a strong finish to the 2020-2021 fiscal year.

Lambda Upsilon

St. Marys University

Accredited Percent Complete: 39.02%

Accredited Percent Approved: 19.51%

Probably my smallest chapter in the region. However, they still have incredible participation at national events even virtually. They managed to pledge and initiate 15 new brothers with 100% retention in the pledge program. A few clerical issues to resolve in the CMP and they will be back on track.

Omicron Phi

University of Texas at San Antonio

Accredited Percent Complete: 56.10%

Accredited Percent Approved: 43.90%

Omicron Phi continues to stay on top of their CMP reporting. Apart from that they have continued to maintain great recruiting and staying ahead of their attrition rate. This theme has continued since virtually. In regards to the CMP they have to address some edits in the Bylaws and Policies & Procedures and will likely finish the term at 100% Accredited which will set them up for qualification on other tiers.

Pi Omega

Trinity University

Accredited Percent Complete: 56.10%

Accredited Percent Approved: 41.46%

A few major improvements since the beginning of the 2019 -2020 fiscal year. Now in the middle of the 2020-2021 term Pi Omega has seen the benefits of consecutive strong executive leadership in their chapter. They pledged and initiated 12 new brothers with 100% retention. A couple of clerical issues to address in the CMP submissions and Pi Omega will surely finish the year out strong.

**Midwestern Regional Vice President
Fall 2020 Report
Angie Schelp**

Virtual Meetings

| Date | Chapter - Event/Reason |
|-------------|---------------------------------------|
| 8/17 | Iota Omicron - Consultation |
| | Nu Xi - Consultation |
| 8/25 | Iota - Consultation |
| | South Central Leadership Team Meeting |
| 8/26 | Nu Xi - Spring Initiation |
| 9/3 | Iota - Spring Initiation |
| | Iota Omicron - Spring Initiation |
| 9/14 | Washburn - Meeting |
| 9/17 | Washburn - Meeting |
| 9/20 | Washburn - Meeting |
| 9/29 | Washburn - Meeting |
| 9/22 | Washburn - Meeting |
| 10/7 | Washburn - Meeting |
| | Nu Omega - Pledge Ceremony |
| 10/14 | Nu Xi - Fall Initiation |
| 10/22 | Iota - Professional Event |
| | Iota Omicron - Fall Initiation |
| 10/23 | Nu Omega - (Extra) Initiation |
| 10/28 | Nu Xi - Alumni Happy Hour |
| 11/3 | Washburn - Info Meeting |
| 11/7 | Nu Omega - Fall Initiation |

| | |
|------|--|
| 12/1 | Nu Omega - Chapter Meeting |
| 12/3 | Midwestern Region - New Alumni Orientation |

DD Appointment List

| Chapter/Colony | District Director |
|----------------|-----------------------------------|
| Iota | Katie Goebel |
| Iota Omicron | Katie McGrath |
| Nu Xi | Kris McDaniel |
| Nu Omega | Jessica Glavas & Spencer Terpstra |
| Washburn | Henry McDaniel |

Chapter Updates

Iota – University of Kansas

CMP

Accredited Chapter: 51.22% Complete / 46.34% Approved

Chapter of Recognition: Required - 37.5% Complete / 37.5% Approved

Options - 50% Complete / 50% Approved

Chapter of Excellence: Required - 37.5% Complete / 37.5% Complete

Options - 33.33% Complete / 16.67% Complete

Spring Report: The Iota chapter applied for seven chapter awards and was on track to achieve Chapter of Recognition. They are planning a second business gala in the fall and their chapter's 100th birthday celebration in March 2021.

The Iota chapter adjusted well to virtual meetings. They created a great list of virtual community service events and shared them with the rest of the province. They also implemented 'Thinking of you Thursdays' which is a slack channel created to send videos to other brothers for encouragement, well wishes, holiday wishes, etc.

Recently, the VPPE discussed how the chapter could assist with the BLM movement in the form of a fundraiser. The idea was expanded to the entire business school and then shared with other universities within the Big 12 schools. As of now, they have commitments from the following schools: Texas, Missouri, Kansas and West Virginia. Oklahoma has expressed interest, but has not been able to attend a meeting.

KU plans to begin the Fall 2020 semester on 8/24 with a hybrid online/in person model. The semester is planned to end prior to the Thanksgiving holiday. The chapter is making plans as if

they will all be on campus, but have the ability to continue virtual chapter operations, if necessary. The chapter has done an incredible job adjusting to changes. They are self-aware and seek help when needed. There are no major issues or risks at this time.

Fall Report: The Iota chapter achieved the R. Nelson Mitchell Outstanding Collegiate Chapter at the Regional level and the Most Improved Collegiate Chapter at the Regional and Provincial level.

The Iota chapter experienced a slight dip in attendance as brothers are balancing hybrid class schedules, modified exam expectations, and ever-changing public health recommendations. The DD believes the chapter is handling these challenges exceptionally well. The DD has advised them to stop planning events with temporary COVID guidelines in mind and plan for the next semester to look like the last.

The executive committee continues to demonstrate their agility, willingness to adapt, and work in an ambiguous environment. Exec will meet a couple times over winter break to discuss plans for recruitment and goals for the semester, which begins 2/1. When planning for this Fall, the hope was that all students would be back on campus by the time school started. We now know this not to be the case and no tangible timeline is available to gauge when that might be able to happen.

The chapter and exec continue to be self-aware and ask for guidance when appropriate. The DD doesn't foresee any major issues arising with the chapter in the coming months. Based on the current makeup of the chapter, the DD made the recommendation to target recruitment efforts outside of Accounting and Finance as these majors currently make up 52% of the chapter. The other 48% of brothers have expressed they would like to see other majors represented, as well as more professional events targeted to brothers outside of Accounting and Finance.

Iota Omicron – University of Central Missouri

CMP

Accredited Chapter: 29.27% Complete / 19.51% Approved

Chapter of Recognition: Required - 25% Complete / 25% Approved

Options - 0% Complete / 0% Approved

Chapter of Excellence: Required - 0% Complete / 0% Complete

Options - 0% Complete / 0% Complete

Spring Report: Iota Omicron is putting effort into building the chapter up again and haven't let the virtual aspect deter them. After the semester was moved to virtual, they continued to have weekly chapter and exec meetings until the end of the semester. Since the school year has ended, they have had multiple executive committee meetings in order to make plans for next semester. Their primary focus has been to recruit a large class in the fall.

While intentions are good, they still seem to have poor execution of events, especially recruiting. Much of the problem this last semester revolved around either poor advertisement of the events or planning the event at times that were competing with other campus activities.

The leadership team is concerned with the longevity of the chapter, especially if they are unable to return to the campus this fall. They do have high hopes as many of the current officers are younger and engaged. This enthusiasm is contagious and they believe if the chapter can hold on for these new Brothers to take the reins, they feel they will turn around within the coming year.

Fall Report: The Iota Omicron chapter surpassed all expectations on recruitment this semester and improved their new initiate count by 200%. Their chapter size is still half of their ideal chapter size, but I'm hoping the momentum will continue and they will see good new initiate numbers for Spring 2021.

Iota Omicron's new chapter president reached out to the RVP and DD team to propose a regional networking conference, in addition to the national activities associated with LEAD. This will give the four collegiate chapters, the colony and local alumni the opportunity to have a smaller scale networking opportunity.

Nu Xi – University of Missouri - Kansas City

CMP

Accredited Chapter: 43.9% Complete / 41.46% Approved

Chapter of Recognition: Required - 62.5% Complete / 62.5% Approved

Options - 70% Complete / 70% Approved

Chapter of Excellence: Required - 12.5% Complete / 12.5% Complete

Options - 50.0% Complete / 33.33% Complete

Spring Report: Nu Xi continues to be a very strong chapter. They applied for eight chapter awards and were on track to achieve Chapter of Excellence. They adapted well to virtual meetings. They continued to conduct various events and keep all members engaged throughout the semester.

Fall Report: The Nu Xi chapter achieved the Outstanding Service, Professional Activities, Financial Operations and Scholastic Development Awards for a Collegiate Chapter at the regional level and went on to win the Outstanding Service Award at the provincial level.

Nu Xi hosted several very successful online events this semester and kept their members excited and engaged. Nu Xi is a very strong chapter and a great example for other chapters in the region.

Nu Omega – Rockhurst University

CMP

Accredited Chapter: 41.46% Complete / 34.15% Approved

Chapter of Recognition: Required - 37.5% Complete / 37.5% Approved

Options - 50.00% Complete / 30.00% Approved

Chapter of Excellence: Required - 0% Complete / 0% Complete

Options - 16.67% Complete / 16.67% Complete

Spring Report: The District Director is concerned about officer transition and plans to be very accessible to the chapter and especially the officers during the next semester. Another concern is awards submission. The Nu Omega chapter only submitted one award this year. They also need to set up a new website within Member Planet. They plan to look for external fundraising. And, lastly, their CMP was incomplete.

Even though CMP was incomplete, it has improved. The chapter is also becoming better about following policies and procedures. They adjusted well to virtual meetings and have continued to increase their alumni relations.

Nu Omega's strengths are the highly successful Dinner with Professionals event, strong professional and community service events, strong officers and a good recruitment program.

Fall Report: The Nu Omega chapter achieved the Outstanding Alumni Relations Award for a Collegiate Chapter at the regional level. This is a fantastic achievement, but we would like to see the chapter apply for more awards next year. The chapter is also focusing on additional fundraising ideas that raise funds outside of the chapter instead of constantly drawing on internal sources. CMP completion continues to be a concern. The chapter completes most of the events needed, but fails to completely submit the events for CMP credit. We will also need to concentrate on attendance, especially when the chapter is able to return to in-person events.

The chapter conducted a very successful alumni panel event where alumni attended and broke out into virtual groups so that current members could ask career path questions. The chapter also planned several trivia games and socially distanced socials so that members had the opportunity to interact.

The chapter has a new chapter advisor who is doing a great job and is very supportive of the chapter.

Colony - Washburn University

Fall Report: The Washburn colony is slowly gaining ground. They had several virtual recruitment meetings and one in-person Info meeting. Recruiting has been difficult during the pandemic, but they do have three committed members and a very engaged faculty advisor.

Next semester, the colony plans to continue marketing the fraternity and conducting more recruiting events. They also plan to incorporate other local chapter members in some of their recruitment plans.

Kansas City Alumni Chapter

The chapter has a strong core group that participates in most chapter events and also fills other leadership positions within the region. KCAC would like to increase the size and diversity of the chapter along with event participation.

The Kansas City Alumni Chapter swept the alumni chapter awards at the Regional and Provincial levels and won the Most Improved Alumni chapter at the National level. The KCAC

intends to build upon this foundation of outstanding accomplishments and continue to provide excellent programming for the semester, whether it be virtual or in-person.

Chapter events for 2020-2021 have been planned and Facebook invitations have been sent. The KCAC plans to continue to recruit new graduates when we are able to meet in person again.

Regional Goals For 2020/2021

1. Appoint District Directors at all chapters in the region - Complete
2. Conduct monthly meetings/conversations with DDs to support conversation pertaining to impending deadlines, LEAD participation and collegiate chapter conversations
3. Encourage all chapters to qualify for Accredited CMP and apply for awards - Ongoing
4. Help facilitate planning for Regional Networking Conference hosted by Iota Omicron - Ongoing
5. Collaborate with Kansas City Alumni Chapter to promote alumni chapter activation with graduating seniors to build alumni chapter and to build a team of future leaders - Ongoing

Suggestions and Comments

Fall Report: The Midwestern region has had a good start to the 2019-2020 year. All chapters are in good positions with regards to CMP. Three chapters are in line for Chapter of Recognition and one chapter expects to achieve Excellence. Ritual memorization was an issue this past semester, due to changes in ritual, that will keep several chapters from achieving Chapter of Excellence, but we will continue to encourage chapters to make this a priority.

Member engagement/retention and external fundraising seem to be the recurring issues that the chapters in this region are facing. All chapters benefited greatly from their District Directors input and ELC visits and have plans in place to combat the issues that they are facing.

Please let me know if you have any further questions.

Spring Report: All of the chapters in the Midwestern region adapted well to virtual events this semester. The leadership team has been engaged with the collegiate chapters and plans to increase our contact, whether it is in person or virtual, during the upcoming semester to ensure a positive transition. We will continue to promote the virtual LEAD conference for this fall as it is planned.

**Southwestern Regional Vice President
Provincial Report FY21
Josh Robinson**

FY21 DD Appointment List

| Chapter | District Director |
|----------------|--------------------------|
| Beta Iota | Sara Casey |
| Beta Phi | Omar Sandoval |
| Delta Epsilon | Kevin Gore |
| Delta Upsilon | Charlie Kenney |
| Zeta Mu | Morgan Schomburg |
| Eta Theta | Marquis Allen |
| Chi Psi | Lainey Gover |

Chapter Updates (as of 2 January 2021)

- **Beta Iota – Baylor University**
 - CMP Progress – 48% complete, 36% approved
 - Beta Iota is currently on track to reach Chapter of Recognition. The chapter has made great strides in paying off chapter debt and establishing strong organizational practices. The chapter recently elected and initiated a new advisor who seems extremely invested in the success of the chapter. COVID unfortunately had a negative impact on recruiting, and the hope is for a much stronger recruitment for the Spring semester. Sara and I are working on a plan to bolster recruiting, fundraising, chapter operations, as well as identifying areas we can assist the new officers with their duties so they do not become overwhelmed.
- **Beta Phi – Southern Methodist University**
 - CMP Progress – 24% complete, 12% approved
 - Beta Phi continues to focus on the fundamentals of chapter operations. The chapter continues to do well with recruiting despite COVID restrictions. With such a large pool of talented recruits, it would serve the chapter well to emphasize pledges fully committed to the chapter, as attendance remains an issue for the chapter.
- **Delta Epsilon – University of North Texas**
 - CMP Progress – 63% complete, 48% approved
 - Delta Epsilon maintains operational excellence. The chapter continues to enjoy a veteran leadership team of extremely engaged leaders. The chapter has a great presence on campus with strong support within the College of Business. Faculty engagement and initiation continues to be a focus, especially during the pandemic. The chapter is on track to reach Chapter of Excellence.
- **Delta Upsilon – Texas Christian University**
 - CMP Progress – 51% complete, 43% approved
 - Delta Upsilon is on track to achieve Accredited Chapter. The primary focus of the chapter this year has been setting reminders for due dates, as well as reminders and

check-ins from Charlie. The new leadership team is committed to making improvements in operational excellence. Pledge education and knowledge of fraternity operations are areas of focus, with plans being developed to address the gaps in knowledge. Fall Virtual LEAD attendance was fantastic and plan to have a great showing for the Spring Virtual LEAD and Provincial Conference as well.

- **Zeta Mu – University of Texas at Arlington**
 - CMP Progress – 41% complete, 21% approved
 - Zeta Mu continues executing great recruiting practices with healthy, sustained growth within the chapter. Engagement among members remains high, and the chapter maintains a great presence on campus with their professional events and within the local community with their community service.
- **Eta Theta – Angelo State University**
 - CMP Progress – 53% complete, 41% approved
 - Eta Theta continues to operate extremely well despite COVID restrictions. Chapter adviser Gayle Randall continues to be a cornerstone of leadership for the chapter, assisting with the extremely positive image DSP has on campus. The chapter continues to enjoy healthy pledge classes, maintaining the growth of the last several semesters. Opportunities exist to improve communication between officers and members, and Marquis has been working with the chapter develop an improved communication plan. The chapter continues their streak of having one of the largest presences of the Region at national events, even virtually.
- **Chi Psi – University of Texas at Dallas**
 - CMP Progress – 41% complete, 29% approved
 - UTD policy dictates all student organizations remain 100% virtual until further notice. This has created challenges in keeping members engaged and participating. An area of interest for the chapter is to build, strengthen, and maintain a strong relationship with the DFW alumni chapters, specifically Dallas Area, and have made progress by networking over Zoom. The chapter is beginning to come into their own, seeing the bigger, national picture as opposed to just their presence at UTD, planting the seeds to hit the ground running with other chapters once COVID restrictions are lifted.
- **Arlington Lone Star, Dallas Area, and Fort Worth Cowtown Alumni Chapters**
 - All three regional alumni chapters have experienced healthy growth and engagement of new members this so far this year.
 - Plans are being executed to expand inter-alumni chapter relations and events, both virtually and in-person later this year, with full leadership backing.

Regional Expansion Activity – There are no current collegiate expansion initiatives in the region, although Texas Woman’s, Stephen F. Austin, and TAMU-Commerce are on the radar. Plans are ongoing to franchise a San Angelo area alumni chapter.

Regional Goals for 2020-2021:

1) CMP Education – Several chapters have late CMP items that were missed by a single day. Prioritizing deadlines and setting reminders are extremely important to achieving CMP credit. An emphasis on strategic planning for the next semester is also a must to ensure success in the future semesters.

2) Develop a curriculum to teach and explain our rituals and the importance of taking ritual seriously to performing it correctly. Added emphasis on the recent ritual changes, as well as best practices for conducting all ceremonies virtually.

3) Actively pursue moments to teach and train current and future leaders, and to develop effective messaging explaining the benefits of staying active after graduation to build a healthy pipeline of next-generation alumni leaders.

4) Discipline Education and Mitigation – A high number of trials is never healthy nor good for the morale of the chapter. Plans to emphasize pledge selection, as well as having conversations with brothers before a trial is needed are being developed with the help of the DDs.

5) Recruiting the best members – Some chapters have a relatively large number of recruits and pledge classes, then conduct a high number trials the next two semesters due to lack of engagement. Added focus to recruit the best candidates to mitigate the number of trials due to non-participation

**Tornado Alley Region
RVP – 2021 Spring Report
Completed by R. Nicole Wernette**

Travel(s)

| Date | Chapter/ Event | Reason |
|----------------------|---------------------------------------|-----------------|
| 3/6/2020-3/8/2020 | LEAD | LEAD |
| 6/13/2020 | OKCTAAC | Chapter Meeting |
| 6/27/2020 | National Ritual Training | Training |
| 8/15/2020 | National Volunteer Leadership Retreat | Training |
| 8/25/2020 | Beta Epsilon | Conference Call |
| 9/12/2020 | National Volunteer Leadership Retreat | Training |
| 9/17/2020 | RVP Reverse Town Hall | Conference Call |
| 10/3/2020-10/22/2020 | LEAD | LEAD |
| 10/3/2020 | OKCTAAC | Chapter Social |
| 10/16/2020 | Epsilon Zeta | Initiation |
| 10/18/2020 | Gamma Epsilon | Initiation |
| 10/18/2020 | Omega Upsilon | Installation |
| 11/19/2020 | OKCTAAC | Chapter Social |
| 12/5/2020 | OKCTAAC | Chapter Social |

DD Appointment List

| Chapter | District Director | Alumni Advisor/Assistant DD |
|--|--------------------------|------------------------------------|
| Beta Epsilon | Thomas Haliburton | |
| Beta Upsilon | Charles Kenny | |
| Gamma Epsilon | Laura Stockbridge | |
| Epsilon Zeta | Sarah Jane Harris | |
| Oklahoma City Tornado Alley Alumni Chapter | | |

Chapter Updates

- **Beta Epsilon – University of Oklahoma**
 - CMP Progress – 43.90 % completed and approved for accredited chapter.
 - Beta Epsilon has successfully completed this past semester without any notable problems. Chapter is doing well overall. Had an exceptionally successful recruitment season, which led to a great increase in new brothers. Continue on working on increasing attendance at national events such as LEAD. There are not any issues that need to be addressed at this time. A DD has finally been found and assigned.

- **Beta Upsilon – Texas Tech University**
 - CMP Progress – 48.78 % completed and approved for accredited chapter.

- Beta Upsilon has successfully completed this past semester without any notable problems. They have continued to be self-efficient even with a difficult year with COVID. The chapter president continues to be engaged. The Chapter is striving to achieve Chapter of Recognition, which they are currently on track to reach that level. The chapter has great foundation to continue to move forward to achieve the crown of success. Continue on working on increasing attendance at national events such as LEAD. There are not any issues that need to be addressed at this time.
- **Gamma Epsilon – Oklahoma State University**
 - CMP Progress – 34.15 % completed and approved for accredited chapter.
 - Gamma Epsilon has successfully completed this past semester without any notable problems. Chapter has met regularly via ZOOM. Chapter appears self-sufficient, without issue, but some officers lacked complete communication with their District Director. Continue on working on increasing attendance at national events such as LEAD. There are not any issues that need to be addressed at this time.
- **Epsilon Zeta – Midwestern State University**
 - CMP Progress – 51.22 % completed and approved for accredited chapter.
 - Epsilon Zeta has successfully completed this past semester without any notable problems. They are working hard to increase their recruitment and retention numbers, but the virtual environment is proving more difficult than anticipated. Communication has been great. They will continue on to work on increasing attendance at national events such as LEAD. There are not any additional issues that need to be addressed at this time.
- **Oklahoma City Tornado Alley Alumni Chapter**
 - OKCTAAC has successfully completed this past semester without any notable problems. Through COVID they have been able to have a few events either in person or virtually on their own or with other alumni chapters around the nation. They will continue on to work on increasing attendance at national events such as LEAD. There are not any additional issues that need to be addressed at this time.

Regional Expansion Activity – There is currently no expansion activities happening at this time

Regional Goals for 2021

- 1) Work with chapters to send larger numbers of brothers and pledges to national events, with a focus on GCC.
- 2) Have all chapters reach Accredited Chapter in CMP.
- 3) Encourage chapters to reach for Chapter of Recognition and Chapter of Excellence in CMP.
- 4) Work with chapters on perfecting ritual, with a focus on initiation.
- 5) Reach out to brothers to encourage alumni development and participation.

**Awards Committee – South Central Province
2020-2021 Report
Joe Shaver, Chair**

Travel(s) - None

Committee Member List

| Name | Region |
|-----------------|---------------|
| Jeanette Buie | Gateway |
| Samantha Louque | Gulf South |
| Joelle Berlat | Gulf Western |
| Jackie Soetmelk | Midwestern |
| Sara Casey | Southwestern |
| Jim Deaton | Tornado Alley |

Committee Report

2021 Collegian of the Year Award applications were submitted and reviewed. Most Regional Awards Chairs had their winner selections submitted by 12/15. However, due to missed deadlines, our committee reviewed the Gulf South COY applications and submitted that winner by 12/23. After the holidays, the Provincial Awards Committee began review of the six regional winners' applications. Our winner selection was due by 1/15/2021.

- 95% of chapters (35 out of 37) submitted a nominee for Chapter COY
- 68% of Chapter COYs submitted their application

The Committee will be actively promoting Foundation Scholarships available February 15 and Chapter Award applications, all due June 1!

Alumni Development Chair – South Central Province

Charlie Kenney

Semester: Fall 2020

STATE OF PROVINCIAL ALUMNI DEVELOPMENT

The Fall semester was a good semester for alumni in the province. At the Virtual LEAD there was an 88% increase of alumni attending the Provincial LEAD over the previous year. We continued the Provincial New Alumni Orientation sessions this fall and had greater turn out among graduating seniors and provincial leaders attending. The National Alumni Development Committee (“NADC”) continued to meet monthly to discuss conducting alumni roundtables and programs this fall where each Provincial Chair hosted their own province. NADC also discussed several new proposals from changing the alumni structure to adding DEI to alumni recognition program and more. In regards to provincial alumni, we have 42% of District Directors CDL Tier 1 and 34% CDL Tier 2 with the goal of 75%. We reached out to alumni to create a provincial alumni committee and the meetings will kick-off in Spring 2021 and with the main focus on helping local alumni franchise new alumni chapters. The creation of the alumni chapter in San Angelo, TX is the most promising.

S.W.O.T

Based on your rankings above, please give a brief Strengths/Weaknesses/Opportunities/Threats Analyses of Alumni Development

| STRENGTH | WEAKNESSES |
|--|--|
| <ul style="list-style-type: none">• Current Alumni leaders• Breath of knowledge of current alumni leaders | <ul style="list-style-type: none">• Alumni engagement growth• New active alumni |
| OPPORTUNITIES | THREATS |
| <ul style="list-style-type: none">• New alumni chapter franchised | <ul style="list-style-type: none">• Disengagement of current alumni |

YOUR EVENT ATTENDANCE

Please mark the following events that you attended this past semester:

| | |
|---|---|
| 2020 Virtual LEAD | Lead Gulf Western DEI Event |
| COVID-19 Ritual Sub-Team Mtgs. | Individual Discipline Policy Task Force Mtgs. |
| Delta Sigma Pi Board Meeting | Kansas City Happy Hour |
| Delta Sigma Pi Leadership Retreat | St Louis Elections/Happy Hour |
| National Alumni Development Committee Mtgs. | Dallas Area Happy Hour |
| 7 New Alumni Orientation Sessions | OKCTAAC Wine Night |

| | |
|---|---|
| Space City Houston Elections/Happy Hour | Provincial & Regional Leadership Meetings |
|---|---|

LEADERSHIP TRAINING

Check CDL Level of Training: ___X___ CDL Level 1 X CDL Level 2

**Professional Development Committee – South Central Province
2020-2021 Report
Emily Hudson, Chair**

Attendance and Involvement:

January 2021 Presidents' Academy
January 2021 Board Meeting
October 2020 Virtual LEAD School
Summer 2020 National Volunteer Leadership Virtual Retreat
August 2020 Board Meeting
August 2020 Ritual Training

National Professional Development Committee Member

Committee Report

The Chair has focused primarily as the South Central's voice in the design and implementation of virtual LEAD in Fall 2020 and virtual President's Academy in January 2021. The Chair redesigned the CDL module Operations for Volunteer Leaders and reviewed the following CDL modules: Volunteer Leadership 101, Volunteer Leadership - Organizational Structure and, Volunteer Leadership - Risk Management.

The committee has pivoted to online offerings due to COVID and the digital nature of the current scholastic environment. Part of the new offerings include offering virtual job interview training with an average of 2 brothers per week participating.

The committee has also written articles for the website around professionalism. One has been published at the time of this report.

On the committee chair's recommendation the Provincial Leadership Team has established an ideal CDL rate among district directors.

Committee Goals for 2021/2022

1) Offer interview aid. (*in progress*)

At least 75% district directors in each region will obtain their CDL designation. New CDL training was rolled out in November 2020. (*in progress, state of the province below*)

- Chapters with vacant DD positions are counted as DDs without a CDL. This applies to Gateway and Tornado Alley.
- Provincial Leadership Team with CDL: 10/12 (1 lapsed, 1 not attained)

| Region | Percent Chapters/Colonies With CDL DD |
|----------------------|--|
| Gateway Region | 62.50% |
| Gulf South Region | 16.67% |
| Gulf Western Region | 25% |
| Midwestern Region | 60% |
| Southwestern Region | 42.86% |
| Tornado Alley Region | 50% |

Community Service - South Central Province

2020-2021 Report

Kevin Gore, Chair

Travel(s)

Date Chapter/Event

South Central Provincial LEAD Conference Dallas, TX

Committee Member List

Name Region

Kevin Gore Southwestern

Committee Report

Held donation drive for Ronald McDonald House Charities of Dallas for the South Central Provincial LEAD conference in Dallas, TX. Again, Brothers came out in great support donating items and monies in excess of 200 items as well as over 30 pounds of pop tabs collected and donations totaling over \$400.

Plans were underway to support the Ronald McDonald House Charities of Tulsa for the Spring LEAD in Tulsa, OK. Due to the pandemic, efforts were shifted to supporting national initiatives for Ronald McDonald House while encouraging still supporting the Tulsa location during the virtual Spring LEAD programming

Plans are underway to support the Ronald McDonald House Charities of Central Texas which includes Austin and the Bryan/College Station area as Provincial LEAD Conference was scheduled to be in Austin. Plans to encourage donations of wish list items, gift cards or cards and letters for the local Houses as well as encouraging Brothers to participate locally in Community Service related events if they are unable to directly support the Provincial initiative.

Committee Goals for 2020/21

- 1) Continue to increase participation at all LEAD events within the Province
- 2) Support Million Pop Tab initiative ending with Grand Chapter Congress in August
- 3) Review and assist National Community Service Committee with current initiatives and possible recommendations of new initiatives.

Suggestions and Comments

NONE

Marketing Committee – South Central Province
2020-2021 Report
Megan Paul, Chair

Travel:

3/6/20 LEAD Conference – Plano
Aug 2020 Ritual Training – Virtual
Oct 2020 LEAD School – Virtual

Committee Member List

| Name | Region |
|----------------|---------|
| Kristina Block | Gateway |

Committee Report

Social Media campaigns on Facebook were well received and have helped brothers get to know the leadership team and what is going on within the Fraternity.

‘State of the Province’ Bi-Annual newsletter was successful in the first edition. Other chairs in the region were consulted in what info to add so provincial initiatives could be better communicated. We look to continue to build on this newsletter to make it even more useful in the future.

Committee Goals for 2020-2021

1. Increase engagement across different platforms
2. Build the committee to help broaden its reach
3. Continue to serve as a voice of reminders of important dates (scholarships, awards, strategic plans, etc.)

Suggestions and Comments

1. Please let me know if there are individuals interested in contributing to this committee