The comments listed below were generated by the participants in attendance during Greek Life Commons planning event held on Saturday, November 6th, 2010.

The responses were taken directly from the participants. No responses were omitted and no editing occurred (other than a spell check).

Participants at the event were responding to the following discussion question. “What is currently working well in your chapter related to leadership?”

1. (theta chi) national puts on a leadership conference every year and it is really helpful, it gives good lessons on rush, how to be a good leader in your house
2. (phi mud) does the same thing but certain positions go
3. (AGD) just has the annual national leadership conference, put it is fantastic
4. (a sig phi) have a few every year, one for president, one for others too, gives different lessons, one with new members
5. National office throws workshops and such
6. (theta chi) national sends a guy to every chapter every year to throw some seminars and teach the brothers how to run everything
7. (a sig phi) selects new president a semester in advance, serves as VP, just to learn (not elected, selected by e-board)
8. (pi kappa phi) tries to get range of ages into leadership positions
9. (alpha chi rho) laying out with committees plans for five star application
10. (AGD) asked archer center to come in and do a workshop for leaders, ended up not having to do it, but they were super excited about it
11. (phi mud) good IFC election practice is talking to the person whose position you are trying to take over
12. Transitions, need good transitions, have good transition programs
   a. (pi kappa phi) the second people started utilizing IFC, it was a fantastic thing for the chapter, vested interests
   b. Need stronger IFC-PanHel meetings
   c. (A sig phi) sports is a good source of leadership
13. Undergraduate leaders work closely with Housing Core and Alumni Board allowing them to develop leadership skills
14. Leaders outside of the house study hours every week, new members and those who are below good standing in GPA go to study hours in the Union with other brothers/sisters (AGD)
   a. Student Orientation, Student Government
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Responses from Working Session 1: Leadership

What is currently working well in your chapter related to leadership?

15. Shadowing program within officers
   a. An assistant to the officer - in order to learn the position
   b. PanHel – the assistant is required to move up in the upper position the following year
   c. Allows lower officers to gain much knowledge about the position

16. Officer Teams
   a. Chapter Council – a committee to an officer, meeting with their committee every other house meeting
      i. The officer then reports to an alumni advisor every week to let them know what is going on

17. Passing down information
   a. Binders are compiled from each officer
      i. Write a debriefing report at the end of the semester: What worked well, what didn’t work... New Ideas that weren’t accomplished
   b. Officer transitions – end of the semester or before next semester
      i. Old officer meets with new officers

18. Alumni coming back and talking with current brothers about what to expect for things like interviews, job fairs, etc.

19. Positions within the New Member Class
   a. Organize small events within their class

20. Allowing new members to run as soon as they are a part of the house
   a. Even some pledges, associates, etc. can run for positions during their pledging time

21. How recognize officers work/accomplishments
   a. Officer’s job well done? – Announced during chapter meeting/through email
   b. Outstanding Service Award
      i. Given occasionally to a leader who has gone over and beyond the call of duty

22. Awards at formals for leaders/scholarship
   a. Brother/Sister of the Year Award

23. Greek Leadership Summit that has been happening for past years in February
   a. For new officers taking over in chapters to attend

24. Leadership

25. Have “outsiders” who are coming to put on events do it at a shorter chapter meeting and that will take care of “two birds with one stone.”
Responses from Working Session 1: Leadership

What is currently working well in your chapter related to leadership?

26. Just recognizing people goes a long way.
   a. Every week give an award out to people for doing something well in the house/on campus.
      i. Brother/Sister of the Week/Month
         1. Awarded with a gift card or something of the sort.
   b. Having seminars and making them mandatory for the house.

27. Schedule and etiquette dinner in upper sage dining hall.

28. Program on how to manage your money after college
   a. Put on by alumni every semester and is a big success – SAE
   b. Life after undergrad – AOE

29. Transition: How do you do it?
   a. Weekly reports submitted that detail what was done for the week.
   b. Meetings at the end of the semester to discuss everything that is going on.
   c. One –on-one meeting with between officers.
   d. Each officer has a binder that should be updated.
      i. Problems updating it is biggest problem

30. Review Past events at meetings before talking about future ones.

31. Meetings at the beginning of the semester to discuss goals
   a. Set small goals that can be obtained early in the semester to keep the momentum going.
   b. Officer/House retreats to talk about everything that’s going on in the house.
   c. Go away from the house to focus people on what needs to be done.

32. Open Forum to talk about whatever is going on.
   a. Have a brotherhood chair to talk about issues
   b. Have alumni come in to talk about what is going on

33. Have officer reviews
   a. One officer per week.

34. Set-up a calendar of mandatory events at the beginning of the semester so that everyone has a schedule of the events to work around them.

35. Resume addition (hard to gain the similar respect within house) especially when managing risk

36. AEPI: opportunity to turn the house around & work with national to change things in their house

37. Phi Sig: opportunity to help and get involved in the purchase of their house this semester
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38. Phi Mud: drafted into because low on numbers and only one that held an exec position → gained a lot from it

39. Learn hands on- how to handle/ run your own business– good time to try out different leadership skills

40. Phi Kappa Tau: First round- executive council– president with external affairs- VP → working with internal affairs

41. Pi Kappa Phi: 8 person EC, president, VP, chaplain (NM Edu, Banquets), Treasurer, Historian, New Member Educator

42. 13 minor members: House manager, EVP, philanthropy, kitchen → spread out work

43. AEPI: Exec Council – Sophomore rep, senior rep, treasurer (internal & external), VP, President → Constitution & HM

44. Phi Sig: Executive Board: 6 members, Chairs & Committee: elected → VP oversees

45. Phi Mud: just trying to start up committees – working like phi sig

46. AOE: E-board- Committee & chairs – temporary committees versus

47. PanHel- E board and then directors (committee heads) and delegates from each house- Committees are made up of house members

48. SAE: new members required to join a committee to learn and develop more into the house– and look into positions

49. Stair step before exec , (not always required, but understood they should– comes up on discussion)

50. Written in to bylaws for Pi Kappa Phi- President has to be 21 – to deal with Troy PD

51. Mark: Leader of the year gets a plaque at our formal

52. Keegan: No award but people are acknowledged

53. Eddie: Alumni keep in track and foster and will recognize you to help you on the right career path moving forward. People come and talk about leadership opportunities. Lessons and seminars.

54. John: we have national leadership academies in Indiana and no one is too psyched to go for a week.

55. James: looking into making it more formal terms of leadership. More structure

56. More points for room picks and leadership positions all over campus. More known on campus to step up and get involved on campus get positions on campus.

57. It is pretty clear who will be the high roles in the house.

58. People are deterred from president because of the liability and being arrested if something bad happened.

59. In terms of leadership the issues and liability stop people from running and getting the people.

60. Dealing with campus how do we build a better relationship with campus

61. What can RPI do, not just us.
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62. Organization: having positions, with an executive board. These ideas are then presented to the house at meetings.

63. Ideas are finalized in committee meetings then presented to the full house in meetings.

64. Working with archer center during new officer installation for training.

65. System positions: shadowing an executive position. Some houses have associate members shadow executive positions.

66. Focus on problems, work to solve them in terms of where to direct focus and effort.

67. Questionnaires for associate members to gauge their strengths and weaknesses.

68. Executive board retreat

69. Transition period

70. Scouting potential

71. Alumni presence
   a. Provide consistency within the house
   b. Leading by example
   c. Network of advisors
   d. Put more energy in good alumni

72. Tiered system leading up to larger leadership roles

73. Sig Epp Balanced Man
   a. Education beyond new member education

74. National Leadership Academy
   a. Proper education and prep work

75. Transitioning: assistant to large positions so that they get a feel and comfort with the position before completely handing it over. (happens within chapters as well as on the Alumni board)

76. Explicit position job descriptions, opportunity to update them and easily accessible to all members

77. Critical Communication especially between Alumni and undergraduates. Using the alumni and chapter advisors as a sense of support and critical feedback.

78. Wiki: excellent source so that we do not reinvent the wheel so that the members know that we have done in the past. Everything is in one location.

79. Leadership fostered within members regardless of whether or not a house position is being held. Placing new members into positions and giving them the motivation to look into positions

80. Setting up committees to the houses so that they can see what they like and work their way up the ladder. Building of a house structure and redistribution of tasks and responsibilities
Responses from Working Session 1: Leadership

What is currently working well in your chapter related to leadership?

81. Archer Center: Free, need to start using it as a source of information and education
82. Perks for obtaining leadership positions: Points for room picks, some are monetary, less cleaning/chores.
83. Motivation: Alumni encouragement
84. We took this as what works well to get people to do things within your house
85. Mandatory involvement in clubs and events
86. Brother of the week, positive reinforcement
87. Alumni improving the house by positive reinforcement
88. Executive council meetings. Committees, give specific roles to each person
89. National leadership seminar
90. Proud of Greek leadership
   a. Leaders in chapters/panel (Order of Omega)
      i. Encouraged to apply
   b. Leaders on campus
      i. Lots of exposure on campus as leaders of other clubs
   c. National leadership conferences for houses (aphi, castle, ...)
      i. What about local-only chapters?
   d. Leadership retreats
   e. Active alumni
      i. Proud of our active alumni (alumni chapters, AIGC, recruitment, good examples in general)
      ii. Invaluable- act as role models
   f. Live in advisors
   g. Scholarship Advisors
   h. Housing Board
      i. Know your advisors!!
91. Having a strong house directly relates to the leadership board of the house.
92. Alum can have some involvement with the leadership, but it’s ultimately up to the students. Want the alumni to be involved so that they have some guidance, but not too involved that they’re doing everything. Must have good guidance.
93. Problem: it’s the same people rotating through the executive board because it’s such a small chapter.
94. Use an ‘apprenticeship’ system to teach the new person the position so they’re familiar with the responsibilities, helps the person grow into the position.
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Responses from Working Session 1: Leadership

What is currently working well in your chapter related to leadership?

95. Before every house meeting the exec board meets, very useful (any brother can sit in).

96. How we encourage our members to be leaders
   a. Gain benefits in the house
      i. Point system
   b. Good examples from big brothers/big sisters
   c. Even if not leaders in house, leaders on campus
   d. Leaders foster good relationships with each other
      i. Lately there have been better relations between houses, like to see that continue
      ii. We’re all friends with each other 😊
      iii. Important that we foster friendships with other houses

97. Must have a great Rush Chair to keep chapter totals up.

98. Half of leaders change in the fall and other half in the spring so that all of exec doesn’t change at once.

99. Have alumni come back and tell about their current positions and jobs, so that students can get an idea of what they want to do and where they want to specialize.

100. House officers, positions

101. Committee

102. Driving members to join Pan Hel/IFC

103. Club membership/Leadership

104. Greek life in general promotes leadership

105. Leadership School

106. Self government/opportunities

107. Alumni networking – can provide opportunities for leadership/jobs

108. Living in teaches responsibility and involvement, encourages people to step up

109. Transitioning needs some work

110. Created bylaws so that newly initiated brothers have to serve on a committee put in 1hr so that they can learn about the ec positions, keeps them involved and prepares them for other leadership roles in the house

111. Having newly initiated members be on PanHel committee

112. When new members initiated, nominate new members for positions and cant end it until elections, small house, need to fill every position if not they form a position for each.

113. Scholarship for leadership, the house has to vote on it and then that person gets the award based on the leadership
What is currently working well in your chapter related to leadership?

114. National require attendance at conventions to promote leadership and learn techniques

115. Leadership retreats facilitated by National staff

116. Workshops with Archer Center to help achieve leadership goal

117. Mentoring programs for new officers

118. Binders/journals for transitioning officers

119. Leadership training workshops, conferences- skills learned there are incredibly useful for chapters and work

120. Order of Omega- Outstanding Chapter award

121. Encourage leadership in IFC and PanHel as well as house positions

122. If IFC were more organized, more could be accomplished

123. Chapter retreats, e-board goes on hike, talk about where you are, where you want to be and how to get there

124. UIFI?

125. Chi Phi
   a. between transition semesters of E-boards, have a retreat (first day: get to know each other, next day: long meeting); have people shadow current positions; doesn’t work well cause sometimes last minute

126. In your minds, what type of leadership opportunities exist in chapter?
   a. Exec and appointed positions, SAE Leadership School (cruise where you go and listen to guest speakers and learn to improve chapter); Alpha Phi ELI- national level leadership training programs and resources;

127. SAE
   a. drum up donations through alumni for national leadership seminars; send pledge of the year/semester to these events

128. Alpha Sigma Phi
   a. form temporary committees; project task force

129. IFC and PanHel leadership positions, Order of Omega

130. E-board positions, committee chairs

131. Every officer/position has pre-made committees; sometimes hard to utilize but they need to delegate- email list for every committee, every sister must do two events

132. Opportunity to develop leadership skills

133. Have to market Greek commons next to other 4 commons; market leadership as a good resume opportunity
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134. Good to throw people into these positions; gives them responsibility; a lot of responsibility; “living” leadership classes like Professional Development Courses

135. Interesting how little the freshman appreciate the leadership in the house

136. Micro-organization; skills you can bring in your work careers

137. SAE brothers sign up for committees- pledge, rush, relations; must do 1 hr a month and helps out Exec and Chairs to delegate; brothers have requirements to fulfill; minor punishments; helps brothers see different positions

138. How do you get people motivated?
   a. Punishment/reward
   b. ASF
      i. Have a position that enforces committees
   c. Working on starting a board to have select officer positions attend it—call it a “standards board”; regulate standards and keep people on top of things

139. Alpha Phi
   a. Have “helpers” for mixers; allow sisters to help out in a smaller task and only step in for “have you considered this…”

140. SAE
   a. VP looks over committees to ensure running smoothly; president looks to advance chapter as a whole- expansion, how we can improve with community, how get brothers more involved in events

141. Smaller fraternities – everyone needs to take a position in house

142. Encourage members to participate in activities on campus outside of Greek life

143. Transition positions efficiently
   a. One on one meeting followed by a shadowing period

144. Unspoken, but recognize something a person is good at; request them to help with activities; this could lead to that person taking the position in the house after

145. Private wiki pages for each house position
   a. All important phone numbers, warranties, incidents, etc.
   b. Look at this before running for a position
   c. Prepares to take that leadership role; helps people to feel more comfortable taking on responsibility
   d. Familiarizes people with positions and personality types required (identify trends)

146. Binders passed along
147. How to deal with apathy in large house?
   a. Some chapters require everyone to hold a position
   b. At least be a member on a committee in house
      i. Helps to shorten Chapter meeting too since committees meet weekly
      ii. Vice President can oversee committees to be sure they are meeting

148. Younger people see older people holding responsibility in the house
   a. Encourages younger to seek leadership roles