AIGC Greek Leadership Summit

“Defining and Leading the RPI Greek Community”

February 4, 2017

Sponsored by:

Office of Greek Life Commons
Alumni InterGreek Council
AIGC Board of Directors

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  - Alpha Omega Epsilon, laurelmwhite@gmail.com
RPI Speakers and Facilitators

- Travis Apgar, Assistant VP of Student Life
- Meredith Bielaska, Associate Dean of Greek Life Commons
- Graham Knowles, Associate Director, Archer Center
- Marvin Cosare, IFC President
- Jamie Reynolds, Panhel President
- Hunter Sanchez, IFC VP Public Relations
- Steve Wood, $\Sigma\ AE$ Chapter Advisor
- Alex Pezzouli, AXP Chapter Advisor
Leadership Topics for the Day

• Start with the Why – The Golden Circle
  ◦ Why are we here today?
  ◦ How are we going to get that accomplished?
  ◦ What are we going to take away back to our members?

• The Institute’s Plans for Student Living and Learning
  ◦ New AVP Student Life Travis Apgar to share his visions

• Situational Leadership Model
  ◦ Theory and practical skills for you to practice in office

• Expectations of Membership and Greek Life
  ◦ NIC Basic Expectations of Membership
  ◦ Greek Life Commons Agreement
  ◦ Relationship Statement We Wills
  ◦ Summer Arch Impacts & Opportunities

• IFC and Panhel Council Operations
  ◦ Get to know your councils and motivate them with ideas
## Schedule for the Day

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30-10:00</td>
<td>Registration and Continental Breakfast</td>
</tr>
<tr>
<td>10:00-10:30</td>
<td>Introductions and Mission for the Day – AIGC, IFC, Panhel “Start with the Why”; Who are we Icebreaker</td>
</tr>
<tr>
<td>10:30-11:00</td>
<td>Kickoff Keynote: Travis Apgar, Assistant VP of Student Life Challenges and Opportunities for the Future</td>
</tr>
<tr>
<td>11:00-12:30</td>
<td>Situational Leadership Model – Graham Knowles, Archer Center Theory &amp; Practice: Small group exercises, cases studies</td>
</tr>
<tr>
<td>12:30-1:30</td>
<td>Sandwich Buffet Lunch</td>
</tr>
<tr>
<td>1:30-2:00</td>
<td>General Session: Brief History of Greek Life at RPI, NIC Expectations</td>
</tr>
<tr>
<td>2:00-2:45</td>
<td>Greek Community Development Breakouts into key initiatives</td>
</tr>
<tr>
<td>3:00-3:45</td>
<td>IFC/Panhel Operations – Sub-goals to achieve the overarching goals</td>
</tr>
<tr>
<td>4:00-4:30</td>
<td>Closing &amp; Summary of the Day</td>
</tr>
</tbody>
</table>
Guidelines for the Day

- **Safety Message:**
  - *Fire Exits, Cell Phones and Bathrooms*

- **You get out what you put in:**
  - *Be Here*
  - *Ask Questions*
  - *Interact*
  - *Respect Opinions*

There are no strangers here; Only friends you haven’t yet met.

— *William Butler Yeats*
Don’t Approach as: What, How, Why
  ◦ Most know What they do
  ◦ Most know How to do it
  ◦ But many don’t know Why they do it

Instead follow: Why, How, What
  ◦ Start with know and believing in Why
  ◦ This leads to How to do it within those beliefs
  ◦ Which leads to What you will provide to those who also believe

https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire ACTION
Leaders Inspire, Think, Act, and Communicate from the Inside-out

- WHAT and HOW don’t inspire action, though may be clear
- Starting with WHY is what leaders do. Leaders Inspire
The Vision of Greek Life Commons

- The Greek Life Commons is a commitment to sustaining the legacy of leadership, service, education and personal excellence within the RPI Greek Community.
- As a diverse community of leaders, the Greek Life Commons will align all students, alumni, and community partners through selfless service, cooperative programming, and individual acts of character befitting the values and purpose of each organization and that of Rensselaer Polytechnic Institute.
- As a united Greek community, the Greek Life Commons will elevate members, chapters, and all of Rensselaer to the highest levels of excellence
Icebreaker: Knowing Who WeR

- I have a family member who was in a Sorority or Fraternity
- I didn’t think I would join Greek Life when I got to RPI campus
- I would probably have left RPI had it not been for the relationships in my chapter
- I had an RA discourage me to join a fraternity/sorority
- I am on a sports team (My coach discouraged me to join)
- I am in Student Government
- I am in a Student Union Club (I am an officer of my club)
- I am holding my first major office in my chapter
- I have attended leadership training offered by my National Fraternity/Sorority
- I have attended leadership training offered by RPI’s CLASS Initiative
- I have older members in my chapter to serve as mentors
- Juniors hold most of the offices in my chapter
- My chapter has an involved chapter advisor
- My chapter has an active house corporation with good relations to our alumni members
- My chapter has trouble getting members to live in the chapter house to get to capacity
- My chapter has 1 or 2 “idiot” members
- My chapter has a member with a alcohol that you’re unsure how to help
- My chapter has a member with other drug problem that you’re unsure how to help
- I know what the “Relationship Statement” is
- I know what the Greek Life Commons Agreement is
- I feel Greeks are embraced and promoted by R.P.I. by being part of CLASS and GLC
- My chapter has discussed the implications of Summer Arch
Organizational Life Cycles

- Where is the Greek Community in this cycle?
- Where is the IFC or Panhel in this cycle?
- Where is your Chapter in this cycle?
Excellence in Leadership

• Excellence can be obtained if you can:
  ◦ Care more than others think is wise;
  ◦ Risk more than others think is safe;
  ◦ Dream more than others think is practical;
  ◦ Expect more than others think is possible.

“The Statement of Relationship Between Rensselaer Polytechnic Institute And Social Fraternities & Sororities at Rensselaer “ was an outgrowth of RPI wanting the Greek System to be a Model of Excellence for the nation
Kick-off Keynote
Vision for Student Life Experiences

- Travis Apgar
  - Assistant Vice President of Student Life and Dean of Students
Situational Leadership Model

- Graham Knowles, Archer Center
- Hunter Sanchez, IFC VP Public Relations

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Hershey and Blanchard Situational Leadership Model

- A leader’s effectiveness is contingent on his ability to modify his/her management behavior to the level of their subordinates’ maturity of sophistication
  - Directive Behavior: an order
  - Supportive Behavior: providing support or guidance

- Leadership Styles:
  - Telling (S1): high directive behavior and low supportive behavior
  - Selling (S2): high directive behavior and high supportive behavior
  - Participating (S3): low directive behavior and high supportive behavior
  - Delegating (S4): low directive behavior and low supportive behavior

- Follower Maturity Levels:
  - Task Maturity: ability of a follower to perform the task
  - Psychology Maturity: the follower’s willingness to perform a task

- Leaders must assess for each situation, the maturity level and adjust the style of leading to best match the follower abilities to perform
Leader Styles & Approaches

- **Telling/Directing [S1]:**
  - High directive behavior and low supportive behavior
  - Telling people what to do and how to do it

- **Selling/Coaching [S2]:**
  - High directive behavior and high supportive behavior
  - Back-and-forth to sell the idea and to gain buy in

- **Participating/Supporting [S3]:**
  - Low directive behavior and high supportive behavior
  - Group members take more active role in ideas and decisions

- **Delegating [S4]:**
  - Low directive behavior and low supportive behavior
  - Group members make most decisions and take responsibility Hershey and Blancard Leaders
Follower Maturity Levels

- **Low [M1]:**
  - Low task maturity, low psychological maturity
  - Group members lack the knowledge, skills, and willingness to complete the task

- **Medium [M2]:**
  - Low task maturity, high psychological maturity
  - Group members are willing and enthusiastic, but lack the ability

- **Medium [M3]:**
  - High task maturity, low psychological maturity
  - Group members have the skills and capability, but are unwilling to take responsibility

- **Delegating [M4]:**
  - High task maturity, high psychological maturity
  - Group members are highly skilled and willing to complete the task
Follower Development Level

- Enthusiastic Beginner [D1]:
  - High commitment, low competence

- Disillusioned Learner [D2]:
  - Some competence, but setbacks have led to low commitment

- Capable but Cautious Performer [D3]:
  - Competence is growing, but level of commitment varies

- Self-Reliant Achiever [D4]:
  - High competence and commitment
Matching Leading to Followers

- **Low [M1], Beginner [D1] – Telling/Directing [S1]**
  - Good for new committees, new members, and problem members

- **Medium [M2], Disillusioned [D2] – Selling/Coaching [S2]**
  - Good for chapter who want change, but operations have degraded or upperclassmen impede progress
  - Good for new member/pledge education

- **Medium [M3], Cautious [D3] – Participating/Supporting [S3]**
  - Good for chapters seeking smaller changes and improvements to current operations, growth opportunity for emerging leaders

- **High [M4], Self-Reliant [D4] – Delegating [S4]**
  - Good for presidents with executive councils
  - Good for officers with effective committees
Putting it all together

Targeted Task
Lunch – Regroup at 1:00 pm
Health of Greek System
Greek Life History Intertwined with RPI’s

The Greeks of Troy

More Than 160 Years of Fraternity & Sorority History at Rensselaer Polytechnic Institute
Self Assessment of RPI’s Greek Life

Entrepreneurial Stage

Creative Stage

Maintenance Stage

Decline

Decline

Decline

Decline
IFC and Panhel GPA Trends

Women’s Grades are about equal at 3.22
Men’s Grades are about 0.1 lower (3.04 versus 3.12)
### RPI Student Body Numbers

#### Historical Student Body Size with Numbers

<table>
<thead>
<tr>
<th>Academic Term</th>
<th>Independent Men</th>
<th>Fraternity</th>
<th>Independent Women</th>
<th>Sorority</th>
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<tr>
<td>F06</td>
<td>2629</td>
<td>2832</td>
<td>2449</td>
<td>2788</td>
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<tr>
<td>F16</td>
<td>253</td>
<td>258</td>
<td>253</td>
<td>2784</td>
</tr>
</tbody>
</table>

Number of Students

- **2000**
- **2500**
- **3000**
- **3500**
- **4000**
- **4500**
- **5000**
- **5500**
- **6000**

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IFC and Panhel Membership Numbers

Total Greek Membership Numbers

Fraternity membership
Sorority membership

Fraternity Average
Sorority Average

Fraternities struggling:
- Impact of FYE?
- Of Suspensions?
- Of poor practices?
- Poor Reporting?

Fraternities Lower due to low fall rush -50 and 3 suspensions ~150

Y axis scaled so both spans are 400 students

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IFC and Panhel Fraction of Student Population

Percentage Greek Men and Women

<table>
<thead>
<tr>
<th>Spring Term Year</th>
<th>Percentage Greek Men</th>
<th>Percentage Greek Women</th>
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<tbody>
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<td>S92</td>
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<td>18%</td>
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<tr>
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<td>19%</td>
</tr>
<tr>
<td>S116</td>
<td>32%</td>
<td>19%</td>
</tr>
</tbody>
</table>

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IFC Recruitment Trends

- Downward trend for fall numbers and acceptance ratio
- Upward trend for numbers in the spring
- After this spring formal rush period, a working group with RPI, alumni, and undergraduate chairs should assess and recommend changes, new promotion, new times to interact year round
Life Safety & Sanitation Inspections

- Overall 228 findings/deficiencies/violations
<table>
<thead>
<tr>
<th>Rank</th>
<th>Description</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Outlet, switch, junction-boxes and wire splices not covered</td>
<td>42</td>
</tr>
<tr>
<td>2</td>
<td>Exit ways not provided with emergency lighting</td>
<td>22</td>
</tr>
<tr>
<td>3</td>
<td>Improper use of extension cords, not a substitute for permanent wiring</td>
<td>18</td>
</tr>
<tr>
<td>4</td>
<td>Sanitary conditions not maintained, interior</td>
<td>14</td>
</tr>
<tr>
<td>5</td>
<td>Central Fire Alarm System not maintained or undocumented (Annual, 3rd party monitoring)</td>
<td>13</td>
</tr>
<tr>
<td>6</td>
<td>Combustible waste material creating a fire hazard accumulated in building spaces or on premises</td>
<td>11</td>
</tr>
<tr>
<td>7</td>
<td>Candles, incense and similar open flame producing items</td>
<td>10</td>
</tr>
<tr>
<td>8</td>
<td>Indications of smoking in prohibited areas</td>
<td>9</td>
</tr>
<tr>
<td>9</td>
<td>Portable fire extinguishers are missing or improperly installed on hangers or brackets</td>
<td>9</td>
</tr>
<tr>
<td>10</td>
<td>Inadequate or undocumented Kitchen Hood Cleaning (Annual)</td>
<td>8</td>
</tr>
</tbody>
</table>
The Poly, February 1, 2017

Questions asked of a Greek student

Employer emphasis on alcohol, drugs disappoints interviewee

I won’t lie, I’m in a fraternity and I am sick and tired of being judged. I’m tired of being asked if I consume massive amounts of alcohol on the weekends or if I’ve ever committed sexual violence. I’m tired of people not believing that I’ve never smoked weed, gone on an acid trip, or taken pills to help myself study. I’m tired of potential employers asking questions about whether I frequent kegs on the weekends or cheat on my exams, instead of asking about my internships with Fortune 500 companies and data startups.

What’s even scariest is that this plague is not just common with random employers and uneducated raffle, but with Rensselaer students. Are they so ignorant that they don’t realize what they’re doing, categorizing 25 percent of the student body this way?

I’m not going to focus on what a fraternity is, but on what it is not. A fraternity is not a place where students drink more than the average RPI student or do drugs until they faint. Fraternities are not places where the sole goal of every member is to hook up with every girl in sight. In fact, I would like to point something out; many of these Greek-deniers are probably guilty of having done these things too.

They’re guilty of underage drinking, drug use, and every other ailment that plagues college campuses. They just don’t see it themselves since they’re too busy immersing themselves in their

Greek: Interview should focus on accomplishments

FROM Page 4

own naive narratives. The problem is not in the begotten oak walls of Greek houses or the poor heating of the freshman dorms, it is within ourselves. We are the problem.

Our prevailing mentality does everything but solve the problem that is a rampant culture of alcohol consumption, drug use, and disrespect for women’s rights that is found on every college campus across the country. RPI students tend to think we’re above that, that we’ve moved on to something better. The criminalization of fraternity members for engaging in activities common amongst the general populous is not acceptable, and shows that we are in fact not ready to deal with the issues facing our own campus.

Open your mind, RPI! Problems don’t go away through talk, but through diligence. Many of us are engineers. We should know this best. Just like we’ve helped solve the most pressing engineering problems of the 19th and 20th centuries, we must continue in our legacy of free enterprise and innovation to strive towards something better—an inclusive campus accepting of people of all nationalities, genders, sexualities, and fraternal affiliations.

Goal to Improve our Image

See GREEK, Page 5
How Do Misperceptions Occur?

- **OVER Estimations of Unhealthy Behavior**
  - We notice the “difference” not pattern
  - “Out of the Ordinary” gets the attention
  - Over time, focusing on the unusual makes it appear “the Norm”

- **UNDER Estimations of Healthy Behavior**
  - When we focus too hard we miss things
  - Our brains “fill-in” the meaning we expect
  - Because of Media – we expect “the worst”
NIC Basic Expectations of Membership

1. I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.

2. I will strive for academic achievement and practice academic integrity.

3. I will respect the dignity of all persons; therefore, I will not physically, mentally, psychologically or sexually abuse or haze any human being.

4. I will protect the health and safety of all human beings.

5. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.

6. I will meet my financial obligations in a timely manner.

7. I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.

8. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.

9. I will challenge my members to abide by these fraternal expectations and confront those who violate them.
The 5 Behavioral R’s

- Reflect
- Rationalize
- Rectify
- Release
- Recognize
- Ritualize
What is a Healthy Greek System?

- We three stakeholders all want a “healthy system” but what is that?
- You have a magic wand and infinite $ - what do you want?
- How can we as leaders of our chapters support these concepts and engage our membership in the improvements?
- We’ll investigate these next
Greek Community Development Breakouts

1. **NIC Expectations of Membership**

2. **Relationship Statement**
   **Reinvestment**

3. **Greek Life Commons Agreement Review**

4. **Summer Arch Challenges and Opportunities**
Greek Community Breakouts

- Greek Life Commons Agreement
  - Meredith Bielaska, Steve Wood, Alex Pezzuoli
- Relationship Statement
  - Roger Mike, Roger Grice
- Summer Arch
  - Bob Eckart, Laurel White, Dave Goldschmidt
- NIC/NPC Expectations
  - Jerry Witter, John Pfaff
NIC Basic Expectations of Membership

- Jonathan “Jerry” Witter, Sigma Alpha Epsilon
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It’s OK to……

- Survey group to 2-3 questions per expectation.
- Move around area for how they feel to statement
  1. Strongly agree
  2. Agree
  3. Disagree
  4. Strongly Disagree
- Ask for reasons where time allows
- Summarize process to bring back to entire delegation.
BASIC EXPECTATION I: I WILL KNOW AND UNDERSTAND THE IDEALS EXPRESSED IN MY RITUAL.

- It’s OK to celebrate pledging and initiation through alcohol-related functions.
- It’s OK to blow off chapter meetings if you have a lot of class work due the next day.
- It’s OK to overlook the undesirable behaviors of members who are well-liked and active in the chapter.
BASIC EXPECTATION II: I WILL STRIVE FOR ACADEMIC ACHIEVEMENT AND PRACTICE ACADEMIC INTEGRITY.

- It’s OK for a member to get a low GPA if he is involved in several extracurricular activities.
- It’s OK to give your class notes to other chapter members who have skipped the same class.
- It’s OK to skip classes as long as you can maintain a B or better average.
- It’s OK to make an exception to the GPA requirement for officer elections to elect the best candidate.
BASIC EXPECTATION III: I WILL RESPECT THE DIGNITY OF ALL PERSONS; THEREFORE I WILL NOT PHYSICALLY, MENTALLY, PSYCHOLOGICALLY OR SEXUALLY ABUSE OR HAZE ANY HUMAN BEING.

- It’s OK to demand more (time, higher GPA, study hours, etc.) from candidates than initiated members.
- It’s OK to give an award at a chapter meeting to the member who “scored” over the past weekend.
- It’s OK to buy a date a few drinks to loosen them up.
- It’s OK to have sex with someone who is very intoxicated.
BASIC EXPECTATION IV: I WILL PROTECT THE HEALTH AND SAFETY OF ALL HUMAN BEINGS.

- It’s OK to shoot firecrackers and bottle rockets at the neighboring fraternity/sorority since it’s all in good fun.
- It’s OK to ignore a chapter member whom you suspect has a drinking problem; after all, it’s none of your business.
- It’s OK to let a chapter member drive home even though you know he has been drinking.
- It’s OK to leave an intoxicated person alone after he or she passes out.
BASIC EXPECTATION V: I WILL RESPECT MY PROPERTY AND THE PROPERTY OF OTHERS; THEREFORE, I WILL NEITHER ABUSE NOR TOLERATE THE ABUSE OF PROPERTY.

- It’s OK to paint/carve letters in public property.
- It’s OK to trash another chapter’s yard, statue, furniture or house as part of an on-going rivalry.
- It’s OK to damage and vandalize a hotel during a formal as long as the deposit is big enough to pay for it.
- It’s OK for off-campus members to borrow items from the chapter house for their own apartments as long as they promise to return them.
BASIC EXPECTATION VI: I WILL MEET MY FINANCIAL OBLIGATIONS IN A TIMELY MANNER.

- It’s OK to attend chapter meetings and social events even though you haven’t paid your dues.
- It’s OK to temporarily move a member to “inactive” status for a term to avoid paying dues.
- It’s OK for seniors to not pay dues and attend chapter events because of all they have done for the chapter.
- It’s OK to spend your dues money on Spring Break instead.
BASIC EXPECTATION VII: I WILL NEITHER USE NOR SUPPORT THE USE OF ILLEGAL DRUGS; I WILL NEITHER MISUSE NOR SUPPORT THE MISUSE OF ALCOHOL.

- It’s OK to break your alcohol policy since no other chapters on campus follow theirs.
- It’s OK for a member to use illegal drugs in the chapter house as long as it doesn’t disturb anyone else.
- It’s OK for a member to smoke pot as long as he never does it in the chapter house.
- It’s OK to get a member “wasted” when he turns 21.
- It’s OK for underage members to organize pre-parties as long as no one underage drinks at the official function.
BASIC EXPECTATION VIII: I ACKNOWLEDGE THAT A CLEAN AND ATTRACTIVE ENVIRONMENT IS ESSENTIAL TO BOTH PHYSICAL AND MENTAL HEALTH; THEREFORE I WILL DO ALL IN MY POWER TO SEE THAT THE CHAPTER PROPERTY IS PROPERLY CLEANED AND MAINTAINED.

- It’s OK to leave trash in your yard after a party as long as the maintenance crew will clean it up eventually.
- It’s OK to detach the house smoke alarms so they will not go off during parties.
- It’s OK to blow off your house clean-up duty because others are going to do it and they won’t miss you.
- It’s OK to punch a hole in the wall one night while drinking but refuse to pay for it because the chapter should expect such things to happen in a fraternity house.
BASIC EXPECTATION IX: I WILL CHALLENGE ALL MY FRATERNITY MEMBERS TO ABIDE BY THESE FRATERNAL EXPECTATIONS AND WILL CONFRONT THOSE WHO VIOLATE THEM.

- It’s OK to host an off-campus party after a recruitment event and invite potential new members.
- It’s OK to let interested chapter members conduct additional candidate activities like line-ups and kidnap events, even though these events are not part of the prescribed candidate education program.
- It’s OK to remain silent about suspected hazing activities in your chapter as long as you don’t participate.
- It’s OK to ignore a chapter officer who is not fulfilling his job responsibilities as long as the other officers can pick up the slack.
It’s OK to…. Wrap Up

- Describe your experience of having to stand and articulate why you believed in something.
- Is there a discrepancy between the founding personal values and the fraternity/sorority values expressed today in your chapter goals and activities? Why?
- Is there a discrepancy between personal values and fraternal values in some cases? What can you do to address this situation?
Greek Life Commons Review
Greek Life Commons Review

- Meredith Bielaska, Associate Dean of Greek Life
- Steve Wood, Chapter Advisor to ΣAE
- Alex Pezzuoli, Chapter Advisor to AXP

- What is the Greek Life Commons
  - Original envisionment within CLASS
  - Mission/Vision
- Expectations
- Opportunities
- Feedback to the Commons Agreement Review Committee
The Vision of Greek Life Commons

- The Greek Life Commons is a commitment to sustaining the legacy of leadership, service, education and personal excellence within the RPI Greek Community.
- As a diverse community of leaders, the Greek Life Commons will align all students, alumni, and community partners through selfless service, cooperative programming, and individual acts of character befitting the values and purpose of each organization and that of Rensselaer Polytechnic Institute.
- As a united Greek community, the Greek Life Commons will elevate members, chapters, and all of Rensselaer to the highest levels of excellence.
Commons Review Committee

- Chair: Meredith Bielaska, Associate Dean for Greek Life Commons
- Student Representatives:
  - Elizabeth Dinella, Alpha Omega Epsilon
  - Katie Todd, Pi Beta Phi
  - Aaron Harmon, Alpha Chi Rho
  - Ben Bowles, Sigma Phi Epsilon
- Alumni/Advisor Representatives:
  - Alex Pezzuoli, Alpha Chi Rho
  - Peter Liporace, Rensselaer Society of Engineers
  - Steve Wood, Sigma Alpha Epsilon
  - John McWilliam, Zeta Psi
- The Greek Life Commons Concept and “Agreement”
- General Comment Form:
  - [https://rensselaerpolytechnicinstitute.formstack.com/forms/commons_review_general_comment_form](https://rensselaerpolytechnicinstitute.formstack.com/forms/commons_review_general_comment_form)
Original 2009 Opportunity Proposition

- Greek Life Commons Agreement: What is it?
  - Opportunity to be part of CLASS
  - Opportunity to be part of Sophomore Year Experience
  - Opportunity to have sophomore members reside in the house
  - Opportunity to participate in the design and development of the Greek Life Commons
  - Opportunity to receive special benefits
  - Opportunity to strengthen the Greek Life system as a living learning community
Original 2009 Opportunity Proposition

- Greek Life Commons Agreement: What is it not?
  - Not a policy mandate
  - Not required to sign
  - Not designed to change status of recognized chapters
  - Not penalized for failure to participate
    - (except sophomores can’t reside in the house)
Greek Life Integral to CLASS Initiative

- Clustered Learning, Advocacy, and Support for Students
  - “fostering your growth personally and professionally, and preparing you for meaningful impact in the world”
  - “cultivates an awareness of self, creating gateways to transformative experiences that will help you realize your potential.”
  - “our residential clustering model, which undergirds a transformative campus experience, and time-based clustering, which begins with the FYE and continues with developmentally appropriate experiences throughout the collegiate experience.”

- “A Network of Support” on all levels
- “Time Based Clustering” to support personal and academic needs
- “Residential Clustering” – with commons with “character and focus, and each harbors a small, tightly knit student community that blends the academic, social, and residential aspects of university life.”
- “Faculty Student Engagement” – to “provide and facilitate academic and experiential learning activities.”
The How’s and What’s of GLCA

A. To actively participate in CLASS program initiatives, including the Sophomore-Year Experience;

B. To actively participate in Faculty Deans programs focused on the stimulation of the intellectual, cultural, and social life of the Residential Commons;

C. To pro-actively respond to Assistant Dean outreach counseling and personal development initiatives;

D. To actively participate in Class Dean programs providing support for academic success, retention, and strong class affinity;

E. To actively participate in Greek Life Commons programs designed to strengthen Greek Life as a community;

F. To ensure that the standards of quality of the living environment in the fraternity or sorority, with regard to upkeep and maintenance, meets the Institute Residential Commons Standards (which may exceed the baseline City of Troy codes and standards).

G. To participate in an annual review of the Commons Agreement as an extension of existing annual reviews with the understanding that the focus is on ensuring that all compliance requirements, standards of housing living quality, and active participation in the CLASS program initiatives are being adhered to.

H. The signatories to this Greek Life Commons Agreement acknowledge that they recognize and understand that, where appropriate, this Agreement necessarily supersedes some of the terms of the “Statement of Relationship Between Rensselaer Polytechnic Institute and Social Fraternities & Sororities at Rensselaer”, and they not only agree to be bound by the terms of this Agreement but re-affirm their adherence to and support of said Statement of Relationship.
CLASS and the 5 Star Evaluation

- **Section I: Personal Development (180 points, 10 Bonus points)**
  - Scholarship
  - Ritual

- **Section II: Professional Development (175 points, 10 Bonus points)**
  - Membership Recruitment and Development
  - Administrative Responsibility/Chapter Management

- **Section III: Leadership Development (215 points, 40 Bonus points)**
  - Leadership Development and Campus Involvement
  - Chapter Standards and Membership Accountability

- **Section IV: Community (180 points, 20 Bonus points)**
  - Alumni and Advisor Relations
  - Greek Relations

- **Section V: Communiversity (195 points, 20 Bonus points)**
  - Community Engagement
  - Housing

- **Section VI: Cultural Development & Electronic Media and the Arts (55 points, 10 Bpts)**
  - Cultural Development & Arts
  - Electronic and other Media
FY17 Student Life Performance Plan

Strategy: Enhance support for fraternity and sorority members.

- Action 1 Review and revise the Greek Life Commons Agreement to strengthen support for CLASS, Title IX efforts and adherence to Institute policies. (Collaboration with General Counsel; FY17)
- Action 2 Develop relationships with inter/national fraternity and sorority headquarters. (FY17)
- Action 3 Conduct outreach with Rensselaer fraternity and sorority alumni/ae members. (Collaboration with Institute Advancement; FY17)
- Action 4 Ensure quality standards related to safety, security, cleanliness, and financial health of the Greek Commons are maintained. (Collaboration with Finance, Administration, Human Resources; FY17 – 18)
- Action 5 Develop and implement live-in student advisor positions for each Greek house. (FY17 – 19)
Relationship Statement

Reinvestment

- Roger Mike, Delta Phi
- Roger Grice, Lambda Chi Alpha
Breakout: Relationship Statement
Reinvestment (35 min + present)

- Educate with some history, and high level content of vision for RS and the We Wills (10 min)
- The We Wills Magic Wand (20 min)
  - What do you want RPI to do?
  - What do you want alumni to do that you’ll support once an alum)?
  - Have a scribe take notes to present later
- Solicit help to outreach to chapter alumni (get a promise) to be engaged in update of GLCA and RS for changes since 2006/2010 timeframe (5 min)
- Present highlights of this session to the entire delegations (<3 min)
Relationship Statement Reinvestment

- Why it exists?
  - The Dream for vibrant Greek System at RPI

- How we can use it?
  - Relearn what is in it that has waned with not having a Greek Dean 4 of last 8 yrs and in the aftermath of several Institute initiatives with implementation of OGLC and Sophomore Housing

- What can the Relationship Statement do?
  - Be a framework of best practices for undergraduates, alumni, and R.P.I. Administration
  - Establish “We Will” commitments for all stakeholders
  - Find synergies with the Student Life Performance Plan and experiential opportunities for Summer Arch
Timeline History

• A Greek Life Task Force formed in Fall 1989
  ◦ Working group assessed aspects vibrant Greek System
  ◦ Worked to avoid a “Recognition” document schools at time were imposing
  ◦ Many meetings with students, alumni, and Institute representatives

• 1991 the Statement of Relationship was docketed with signatories from all stakeholders
  ◦ In 1996 the relationship was fully exercised when RPI was first thinking of requiring sophomores to live in dorms, where committees were set up and looked at all aspects and ultimately decided a different tact

• In 2001, the Greek LIFE Forum was held and an outcome was to update the Relationship Statement which new version was docketed in 2005
  ◦ Took a long time to get the revision, but added some more recognition requirements, added a rush/recruitment section to guaranteed freshman rush, added life safety & sanitation section, moved Greek Housing support to an appendix
  ◦ Things got held up partly due to a rash of behavioral issues and several suspensions in 2003-4 school year (which led to the 2006 Greek New Directions decree)
  ◦ The current docketed RS effective January 2006 was meant to have a 2 yr renewal
Timeline History

- In Spring of 2006, the Greek Life Initiatives were announced by RPI with no forewarn
  - Major upheaval caused 4 tiger teams to be set up for alcohol, housing, recruitment, residential learning, and the implementation of the
  - Other outcomes were the 5 Star accreditation, SEMM, and Good Samaritan Protocol
- In 2007 - 2008 a revision of the Rel. Statement was being prepared but stalled
  - CLASS and Residential Commons move Greeks to Residential Life
  - Several We Wills were slated for deletion due to lack of resources from RPI (these were kept in an appendix to serve as reminder to possibly bring back in the future)
  - Ultimately signatures were being gathered and early approved but never docketed for effective date of January 2010
- In 2009, Sophomore Living in dorms requirement announces and Greek Life Commons was formed
  - An Agreement document was made to have Greeks participate in the vision of GLC as part of CLASS Initiative
  - This allowed Greeks to house sophomores, since part of CLASS was to engage sophomores in on-campus housing Residential Commons
  - Even though the RS was still recognized by the stakeholders, this ultimately continued the wane is fulfilling the various We Wills through to today
The Statement of Relationship between R.P.I. and Social Fraternities & Sororities at Rensselaer

- Rensselaer acknowledges the contributions of the Greek system to the development of its students as well as for its role in enhancing positive relations with the community at large.
- The Greek community acknowledges the encouragement and support it receives from Rensselaer.
- Both entities recognize the importance of fostering, supporting, and initiating programs to perpetuate this mutually beneficial tradition.
- Therefore, we have forged this document as an expression of our resolve to achieve greater excellence and new strength in this relationship, while preserving the rights, independence, and integrity of Rensselaer and the Greek community.
- Our mutual goal is to strengthen and enhance the Greek system and the partnership it enjoys with Rensselaer. It is our intent that this Statement of Relationship, conceived as the foundation of an evolving process, will become a national model of excellence.
The We Will’s of the Relationship Statement

- Rensselaer and the Greek organizations agree that there are essential, minimum actions the signatories must perform under this agreement; these are referred to with imperative language such as "shall," "must," and "will."

- Other aspects of the agreement, in accordance with our desire to seek new and inventive steps toward excellence, designate more flexibly with language such as "consider," "should," "encourage," and "expect."
Operations and Programming
Covered in the We Will Agreements

- Terms and Stages of Chapter Recognition
- Alumni/ae and Adviser Participation
- Standards, Policies, Regulations
- Rush/Recruitment Intake
- New Member/Pledge Education Programs
- Academics
- Stability of Greek Records
- Greek L.I.F.E. (Leadership, Innovation, Fortitude, Evolution)
- Community Education
- Conduct of Individual Members and Chapters
- Community Relations
- Recognition of Excellence
- Safety, Sanitation, and Fire Protection
- Annual Review
The We Wills Format

- Developed by Greek Life Task Force back in 1990-1991
- Revisited in 2001 with Greek LIFE forum when Dr Jackson arrived
- Led to 2005 revision of the Relationship statement – mainly dealing with some name changes and document relevance (Student Handbook references, Greek Housing support, programs)
- RS meant to be a living document to be revisited every 2 yrs for updates, but also an annual assessment of the performance to commitments of all stakeholders: undergraduates, alumni, and RPI administration
  - This part of keeping it living was never well realized and was disrupted completely when the 2006 Greek Life Initiatives were announced and then in 2009 with CLASS and Greek Life Commons being created.
  - Things were already confused with the identity of the AIGC (were they representatives from chapter advisors? Were they house corporations?, Were they alumni associations?) so leadership and partnerships waned.
- Now is a time to reinvest in the Relationship Statement in context of CLASS and Greek Life Commons for us to once again lead by example
Current Fulfillment of the We Wills

Performance to Relationship Statement "We Wills"

- Yes
- Partial
- Unable
- No

Greeks vs. RPI
The We Wills Magic Wand

- Too many commitments to cover them all.
- Instead brainstorm: If you had a magic wand and infinite money, what would you do?
  - You say the School is against us, what want from school to show they truly are an advocate and support us
  - What things do you want alumni to do to support the GLC – things which you would be willing to support once you become an alumnus?
Relationship Statement End
Summer Arch Impacts & Opportunities

- Bob Eckart, Sigma Chi
- Dave Goldschmidt, Theta Xi
- Laurel White, Alpha Omega Epsilon
Summer Arch Impacts & Opportunities

- What is it?
  - A 3 semester Junior year
- What is timeline?
  - Now! first beta testing for class of 2019
- RPI resources posted for class schedules
- Potential Impacts
- Potential Opportunities
  - Archer Center Programs
- Share Thoughts now and online
  - Who gets the online comments and what has come in?
Summer Arch Issues

- Procedural Inconveniences and Their Potential on Greek Living and Peoples’ Lives – Moving Multiple Times
- Financial Impact to Greeks
- Financial Impact to Students and Families
- Potential Impact on Effective Operations in Greek Organizations, Especially Those With Chapter Houses, Including Chapter House Condition and Neighbor Relations
- Potential Impact on Leadership Opportunities for Students
- Disparate Treatment of Greeks vs. Athletes
Summer Arch Issues

- Potential Impact on Recruitment and Size of Greek Chapters
- No Summer Programming Developed to Support Need for All Students to Live On Campus During Arch Summer
- Potential Impact on Mental Health of Students
- Lack of Availability of Sequential Academic Courses
- Minimal Placement Assistance for Out of Sequence Job Opportunities
- Lack of Choice for Students Who Simply Don’t Want to Participate
### Potential Financial Impact: Large Chapter

#### LARGE CHAPTER

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#### Annual Fees

- **Room:** $7,500
- **Board (In only):** $2,500
- **Chapter:** $2,000

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**Net Gain/Loss over current year:**

- **Members Need to Make up for Loss:**
  - +10
  - +6
  - -8

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RPI Greek Leadership Summit February 4, 2017
# Potential Financial Impact: Small Chapter

## Table: Financial Impact Comparison

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### Fees - Annual

- **Room - Live In**: $7,500
- **Board - Live In**: $2,500
- **Chapter - All**: $2,000

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- **Total**: $289,000
- **Change to Now**: $170,000
- **Change to Now**: $190,000
- **Change to Now**: $180,000

- **1 - 2**: 
- **3 - 4**: 
- **1 - 2**: 
- **-2 - 3**: 

**RPI Greek Leadership Summit February 4, 2017**
Summer Arch End
Future of Undergraduate Greek Community
Who are these organizations?

- Corporate **How’s** that reinforce the **Why’s**
As a First Year, would you know these logos? Or would this all be Greek to you?
IFC & Panhel Exec. Council Retreat

• One of the bigger themes of their recent retreat was improved communications between the IFC and Panhel

• And actually understanding who each other’s E-Board counterpart was and the role they provide for their respective organization.
  ◦ The timeline for this was within the first couple weeks of the semester, and involved gathering everyone’s contact info, as well as increased collaboration between both boards in planning and hosting events.
Goal #1 - Increased recruitment numbers/presence for the coming year

- Active role of the councils in facilitating Greek presence during recruitment and off season periods.
  1. Increased use of social media to reach to the new students and potential students on campus (use of #GoGreek), by both individual chapters and councils
  2. Create media to explain to concerned parents and potential students how Greek Life works, terminology, and procedure. As well as reassuring that these stigmas aren’t true (i.e. Parent’s pamphlet, Newsletters, etc.)
  3. Increase presence of Greeks during orientation periods during the year (i.e. Greek Panel during Student Orientation, Greek overnight trip during NRB, Greek time slot (IFC or Panhel rep) during orientation presentations in EMPAC, etc.)
Goal #2 - Improvement of image of Greek Life on campus

- Identify to the community how RPI’s Greek System is unique and different from other campuses (i.e. Differentiate ourselves from the stigma especially present in larger, state schools)
  - Joint activities between IFC, Panhel, individual chapters, and non-Greek organizations on campus through philanthropy and service events
  - Attend regional conferences to learn more about other campuses IFCs and Panhels and Greek Systems
Each smaller group breakout

- Each officer counterpart will lead group discussions
  - (taking ~2 tables each for 8 themes)
- 5-10 minutes going over goals from 1/16 executive council officer retreat
- 15-20 minutes brainstorming and bringing in any items related to the office from the previous session breakouts on GLCA, RS, NIC Expectations, Summer Arch
  - Gather ideas and goals to feed up to the overarching goals that the delegation would support and follow as the officer leads
- Regroup spend <3 minutes state goals to entire delegation
IFC and Panhel Breakouts

- Build off the last session and last week’s Exec. Council Training
  - Review outcomes of teambuilding and goal setting retreat
  - Groups do SWOTS and brainstorm additional ideas in these areas

- IFC and Panhel Council Operations
  - Engaging the community and getting to know each other
  - Dovetail to the GLC Opportunities
  - Work to live up to the Relationship Statement “We Wills”

- Discuss the IFC/Panhel Goals and add new
  - Find a scribe to write down specific goals/actions
IFC and Panhel Breakouts/Get to Know
(Officer in charge of facilitation)

- Social Event Management Practices (*Socials*)
- New Member/Pledge Education (*Risk, Member Development*)
- Recruitment/Rush (building out to specific work for the semester) (*Recruitment*)
- Communiversity (integration and suggestions for CLASS) (*Philanthropy*)
- Student Housing (self and ideas for upcoming house corporation meeting) (*Finance/Treasurer*)
- IFC/Panhel Relations (between councils, partnerships and common problems) (*Presidents*)
- Council Operations/Management and Accountability (*EVPs*)
- Engaging alumni and RPI resources (*Public Relations*)
Summary and Closing of Summit
Evaluation Survey

- We can’t make changes or improvements unless we hear from you about the day
- Fill out the online evaluation survey now
  - [https://goo.gl/forms/eQxdtGioOnlyvetO2](https://goo.gl/forms/eQxdtGioOnlyvetO2)
Make it Personal:
To You and Your Individual Members

- Did I benefit from my membership in my fraternity/sorority?
- Did my fraternity/sorority benefit from my membership?

Hopefully the answer is “Yes” to both
- if not, start doing something about it today!
Practice the Skills You’ve Learned

- To become good at anything, one needs to practice
- Relay the information to your chapter leadership teams and your chapter membership
- Support your IFC and Panhel Councils
- Make use of the resources of RPI OGLC, the AIGC, and your Nationals
- Get your alumni involved as advisors, house corporations, and/or donors
## 10 Ways to Lose your Credibility

1. Make lots of promises and don’t follow through on them.
2. Fail to delegate tasks to your officers/committee chairmen, thus showing that you don’t trust them.
3. Ignore all governing and policy documents (e.g. Fraternity/Sorority Laws, Risk Management policies, etc.)
4. Don’t “model the way” at social functions
5. Blame others for your faults
6. Lack a positive attitude when employing new strategies or approaches to old situations
7. Don’t conform you personal behavior to reflect the foundational values of your organization
8. Do what’s popular, knowing that it’s not always right.
9. Don’t communicate your intentions and plans to other members of the chapter
10. Allow your personal opinions and visions for the chapter override the goals established by the chapter as a whole
Encourage Leadership by Followership

- Derek Sivers (http://sivers.org)

Leadership lessons from dancing guy
Your Chapter Members as Vectors

Sum of all is greater is all are heading in the same direction: This Takes Leadership and Enlisting Followers
Last Goal for the Day

Try to leave this world a little better than you found it and, when your turn comes to die, you can die happy in feeling that at any rate you have not wasted your time but have done your best

— Robert Baden-Powell —
Thank you for your Participation!