

INDICATORS OF PROBLEMS IN A CHAPTER

1. Leadership development
 - a. Elections are often uncontested or are based on popularity instead of ability and experience.
 - b. The executive committee is comprised largely of sophomores.
 - c. Officer training/transition is token or even non-existent.
2. Participation/attendance
 - a. 95% of the work is being done by very few members of the chapter, far beyond the 80/20 rule where 80% of the work is done by 20% of the members.
 - b. Participation in events (recruitment, philanthropy, community service, etc.) is sparse and the chapter reverts to fines to force members to attend, or the chapter does nothing.
 - c. A few brothers and girlfriends pepper intramural sports sidelines while the rest of the chapter sits at home.
3. Recruitment
 - a. The chapter debates for hours over quantity versus quality and neither is achieved.
 - b. There is plenty of talk but an actual lack of planning and execution.
 - c. The Recruitment Chair is elected because he is a good recruiter instead of based on any organization or planning skills so one guy tries/is expected to do everything.
 - d. The focus is not on positive and meaningful aspects of fraternity life in general and Delta Chi in particular, but rather on things like alcohol, sex, drugs, inappropriate “behavior,” etc.
 - e. There is a lack of year-round recruitment, particularly during the summer and winter breaks. The chapter expects formal recruitment to just bring guys to them.
 - f. The chapter thinks that after recruitment they can revert back from their gentleman façade to being an animal house and it will not affect their recruitment next quarter/semester/year (or their retention of the members that just joined that fake-front chapter).
 - g. There is a complete lack of or a dysfunctional hodgepodge of a core brand (or public image) identity that is being sold to potential members.
 - h. Bad recruitment habits (alcohol, lying, etc.) from other chapters on their campus are justified when adopted by the Delta Chi chapter because “Everyone does it!”
4. New Member Education
 - a. The program is the same as in the past except for a couple “tweaks” so the AMC can call it “his” program.
 - b. Focused on meetings, quizzes, signature books, house cleaning, memorizing information, line-ups and/or “grunt work.” Meetings consist of the actives telling the pledges what they’re doing wrong and then assigning duties for the next week.
 - c. The AMC fails to use resources available to him like the *New Member Education BRIEF*, their ABT and “BB,” LC visits, the Regent, the Cornerstone, programs at International Conventions or Regional Leadership Conferences, or other chapter programs in their region.
 - d. The AMC refers to the AM class as “his.”
 - e. The AM’s are referred to as pledges.
 - f. The program is not written down let alone voted upon by the chapter.
5. Ritual
 - a. The chapter officers read from the manuals during the Ritual twice a year if that, and then put everything away in a closet and lock the door.

- b. There is no incorporation of the Ritual into the daily lives of the members.
6. Scholarship
 - a. The “heroes” of the chapter can bong five beers in a minute, while the men who get 4.0’s and are involved on campus are seen as “geeks” or “overachievers.” The chapter gives recognition to bad behavior through “Jerk of the Week” type awards and laughs in chapter at stories of degrading women and blacking out from drinking while ignoring good behavior (grades, campus involvement, etc.)
 - b. Members claim that everything great in their life is because of Delta Chi, but when a earns a 1.9 GPA, everyone claims it is an individual’s responsibility. They see little connection between academic success and the fraternity. That is, until they go inactive to “focus on their grades.”
 - c. The chapter provides little or no incentives for members to do well academically (certificates of achievement, gift certificates, etc.) and provide no programming to encourage the acquisition of a sound education.
 7. Finances
 - a. High accounts receivable. The chapter by-laws and Delta Chi Law are not enforced, letting members slip behind on their bills. This quickly is reflected in the accounts payable of the chapter.
 - b. Either the chapter has no budget or they do not follow the one they have. If money runs out for social, they take it from scholarship or alumni relations because “we need it more.”
 - c. Seniors graduate still owing the chapter money.
 - d. No advising from alumni on the formation and execution of the budget.
 - e. To make up for the dues being too low (or not properly budgeted) for the needs of the chapter, members collect more out-of-pocket. Guys get upset because they already paid their dues and they start to go inactive to save money.
 - f. A lack of financial controls such as two signatures checks, monthly review of the finances by the ABT, etc.
 8. Alumni Advisement
 - a. Alumni advisors (ABT, “BB,” House Corp.) often lack maturity in their advice that leads the chapter to repeat the same mistakes. “Back in the day” stories replace references to **BRIEF**’s, Delta Chi Law, the Delta Chi website, etc.
 9. Confrontation
 - a. Members do not confront other members on actions or attitudes that conflict with the Ten Basic Expectations. Others see the offenders sliding by and the isolated incident soon becomes a chapter norm. In the rare case when someone actually tried to confront bad behavior, he is ridiculed. “Good guys” leave because they are tired of it
 - b. Misbehaving alumni are not confronted when they try to bring bad habits (alcohol abuse, hazing, drugs, etc.) into the chapter.
 10. Self deception
 - a. Rather than acknowledging that things are not going well (and taking actions necessary to fix the issues), the officers and members blame the high debt, disrepair of the house and negative image on campus as the fault of others.
 - b. The chapter tries to sell “strong brotherhood” instead of tangible benefits to potential members.
 - c. The chapter refuses to take advice from others because they do not see that things could be better. “We don’t need to change, we’re all having a good time, right?”

11. False front

- a. The chapter members and the leadership try to hide problems from the following groups:
 - i. Themselves (see inflated view above)
 - ii. Alumni
 - iii. New Members
 - iv. Leadership Consultants
 - v. Parents
 - vi. Greek Advisor/IFC
 - vii. Regent
- b. The false front prevents acknowledgement of and eventual solution of these problems. Instead, it only perpetuates them.

12. Lack of senior involvement -> sophomore leadership

- a. Seniors get fed up with the activities of the chapter that are aimed to please younger members, so they walk away. They don't want to live in a "frat house" and would rather have a clean bathroom.
- b. Since all of the seniors and most of the juniors are gone, the sophomores are called upon to lead the chapter. Members get frustrated at a lack of progress and officers get burnt out by the end of their first term and become the same seniors who walked away from the chapter, starting the process over again.

13. Chapter programming

- a. Social events, educational material and brotherhood activities lack diversity and meaning. No real merit is found in the programming, so members start to drift away because they see themselves as just paying for parties (which they realize they can go to anyway because the chapter doesn't enforce its by-laws)
- b. Limited community service and philanthropy events that give back to the community.

14. Lack of enforcement of Delta Chi Law and Chapter By-Laws

- a. Individuals who have gone inactive (and no longer have to live up to the responsibilities of membership) still take advantage of its privileges. They attend social events, hang around the house, and play on intramural teams without having to pay dues like all of the active members.