



DELTA TAU DELTA

The Road



Delta Tau Delta, Zeta Mu Chapter

2019 Road Programming Executive Review

The following details the Tier 1, Tier 2, and Tier 3 programs that qualify as Road events. The Director of Member Development separated each month into relevant themes that the national Fraternity seeks to uphold, including Life Skills, Health and Wellness, Leadership, Financial Literacy, and Professional Development. The Road plan was submitted before May 1st through chapter consultant Bobby Mussa.

January: Life Skills/Health and Wellness


- 1. **1/15/2019 – Tier 2 -- Small Talk dialogue** – Attendance 45 – In Hale Center, the Director of Member Development (Julian Gregorio) showed the following videos by popular channel Charisma on Command, because small talk is an important life skill, and promotes social wellness and mental health to be able to talk to people, meet new people, and forge connections. Before showing the videos, the DMD explained that the necessity of comfortable small talk connects back to recruitment as well.
 - How to start a conversation <https://www.youtube.com/watch?v=Cbyc7mscFIA>
 - Start at 0:52 -- How to have a conversation <https://www.youtube.com/watch?v=xmx07H3sn1w>

After watching the videos, the DMD led dialogue as a chapter and we reflected on how we could use these techniques for recruitment, which would take place the week after this event. We then broke into small groups of 5-6 brothers and practiced the tenets that Charisma on Command suggests, including “Human Google,” “Human Twitter,” and “Hey, I don’t think we’ve met yet, my name is ____.” The DMD called on each group to share at least one specific example with the rest of the chapter of how they engaged in small talk.

- 2. **2/4/2019 – Tier 1 -- Fitness Presentation** – Attendance: 41
 - In Hale Center, Brother Charlie Bossong, Brotherhood Chair, taught the chapter the basics of all facets of fitness, including exercise and diet. He then invited any and all who were interested to join him in the gym later that week. Exercise is a basic skill required for physical and mental health, and it’s also an opportunity to bond brothers together through habitual lifting or running together. Brother Bossong presented prepared educational slides that explained the basics of beginning to lift, what types of lifter you can be, and how to safely and properly lift weights.

February: Life Skills/Financial management

- 1. **2/25/2019 — Tier 1** — Attendance: 43
 - Brother Taylor Burns, Chapter Treasurer, gave a presentation on budget management and how to balance a checkbook, as well as how to use a credit card. He ensured that the chapter understood the basic skills required to maintain financial literacy. Questions were taken from the chapter and Brother Burns explained how you can manage your budget such that you can pay your dues on time. In September, Brother Burns continued the financial conversation by reiterating his previous points in a short presentation and beginning a series of several mini-presentations on how the chapter budget works.


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- 2. **2/11/2019 -- Tier 2 — Water-cooler Conversation** — Attendance 42
 - A major life skill is the ability to have a “water-cooler conversation.” DMD Julian Gregorio shared major points of Jonathan Haidt’s new book, *The Coddling of the American Mind*, which he had read previously, and we discussed as a chapter what we think about those major points. The book focuses significantly on mental health, cognitive-behavioral therapy, and how we may improve mental health in order to be better at having difficult conversations. Further, the ability to have a healthy work life is necessary for positive mental health. Brothers simulated a work environment by milling about the chapter room, pretending they were “at the water cooler” during a workday and simulated what they would say if a coworker brought up some of the difficult issues that Haidt brings up. Afterwards, the chapter reflected through a critical-thinking conversation

March: Professional Development

- 1. **3/21/2019 – Tier 3 -- Professional Development panel discussion** – Attendance: 35
 - DMD Julian Gregorio moderated a panel open to all Greeks and RMU students, wherein 19 non-Delts attended; featured one Delt alumnus and four other Greeks, who were two men and two women. Two of those people were RMU grads, and two were RMU faculty. The panel members gave specific advice on how best to include experiences in our resumes, how to use our Greek networks, and more. We also helped educate the rest of campus as other Greeks were present to learn from our programming. During the next chapter the DMD hosted a chapter-wide reflection led by brothers and pledges who attended the event, both reiterating what they learned as well as summarizing the lessons for those who didn’t make it; in order to make this a Tier 3 event, during this reflection, the DMD challenged brothers to explain how their personal identity is thus wrapped up in Greek Life. This event was partnered with non-Greek Society for Human Resource Management.
 - Contact: Dan Spittel (dhspittel@gmail.com), Lauren Speerhas (speerhas@rmu.edu).


April: Leadership

- 1. **4/1/2019 – Tier 3 -- Robert’s Rules presentation by former International President Jim Garboden** -- Attendance: 44
 - Brother Garboden presented an explanation of Robert’s Rules, as well as how to use the rules to structure committees and run chapter meetings. We presented an example of usage of Robert’s Rules for Brother Garboden to observe and critique. He gave specific advice as we walked through the example. We simulated a hypothetical situation for practice, in order to put Brother Garboden’s advice into action. Brother Garboden explained how important it is that our chapter leaders as well as its future leaders understand Robert’s Rules in order to use them to our preferred ends. We have since made a concerted effort to apply his advice throughout the rest of the year, most notably in creating one-off Special Committees for ad-hoc jobs.
 - Contact: Jim Garboden

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- **2. Tier 2 -- Development Board Mini-presentations**
 - **3/25/2019 – Ritual** -- Attendance: 44 - The Guide gave chapter a brief lesson on ritual. We had put on the Rite of Iris the week before, so Chris broke down the different parts of ROI and explained specific parts of its meaning. He explained how future leaders of the chapter will need to understand Ritual and emphasized how crucial it is to our understanding of Delta Tau Delta.
 - **4/1/2019 – Fraternity History** -- Attendance: 44 - The New Member Educator gave chapter a brief lesson on history. He reminded us of the acronym TEACHLBJ and explained the founders' names and a brief history of the founding, including the significance of the Alpha chapter and the Neotrophian Literary Society. Brother Jim Garboden was present and offered additional fast facts throughout the talk. This shed further light on our founders, the original leaders of the original chapter as well as the national fraternity, as it was. It also offered an opportunity to learn more from a former International President, one of the highest leadership positions one can hold within Delt.
 - **4/22/2019 – The Oath** -- Attendance: 44 - The Guide broke down the Oath and explained its constituent parts. He engaged the chapter to get them to provide definitions of the words within the Oath and used those definitions to explain the Oath's broader meaning. The Oath was also emphasized in terms of the importance of leaders upholding its tenets.
 - **3. 4/22/2019 -- Road event: Confrontation exercise: Attendance 40**
 - Road event/Brotherhood event: Belonging discussion - Attendance 28
 - Following the confrontation exercise, we discussed leadership and how leaders, as well as brothers, can lead the chapter to improve overall belonging. Discussed strategies, but also opened up to one another. We also reflected on the confrontation exercise and what went well, what didn't go so well, etc.

September: Life skills/Finance

- **9/12/2019 – Tier 3 -- Greek Man: Values Talk** – Attendance: 25
 - This was a rush event/Road event combination featuring guest speaker Prof. Tariq Shah Al-Rahim, a professor of philosophy who has an affinity for Greek philosophy and virtue ethics. 10 potential new members and 15 current brothers attended this 30-minute Greek Man lecture from Prof. Shah Al-Rahim plus a 30-minute values breakdown by DMD Julian Gregorio on truth, courage, faith, and power, how they fit into virtue ethics, and other basic values information such as BAILS, the house imagery elements of the creed, and our strict no-hazing policy. Though there was much dialogue, this satisfies a Tier 3 because the presenters focused on masculinity and how to make ethical decisions as a fraternity man. The ethics professor explained that by living within the means of truth, courage, faith, and power, we can be all we can be, and instead of being toxically masculine, we can be ethically masculine. The common thread begun by the Professional Development panel of “What does it mean to be a Greek man?” and the challenge to rediscover our identity as Greeks and as Deltas, was continued here with a challenge to rediscover our masculine identity through our foundational values. DMD Julian Gregorio continues the conversation weekly by engaging brothers on truth, courage, faith, and power, and building the lessons Prof. Shah Al-Rahim taught us into other Road events



and chapter programming, including the PAAR pre-workshop discussion, where he tied in masculinity ethics and virtue ethics into the need for bystander intervention.

October: Leadership

- **10/21/2019 – Tier 2 -- PAAR Pre-workshop Discussion and Bystander Prep** – Attendance: 45
 - With the DMD, the chapter discussed the three methods of preventing sexual assault as a bystander — Distract, Delegate, and Direct — and role-played how we would approach each of those strategies if we were in a social situation where somebody was getting assaulted or may be about to get assaulted. We reflected on how we can be more aware of the early stages of assault and how we can be ready to hear and accept PAAR’s (**Pittsburgh Action Against Rape**) guidance in our upcoming Nov. 4 and December TBD workshop with them. The common thread of challenging our Greek Man identity was continued in this talk by describing how the virtues of truth, courage, faith, and power both require and enable us to act and prevent sexual assault. We are proposing this pre-workshop dialogue as a Tier 2 currently and expect these workshops will qualify as Tier 3 for next season, because they will include PAAR-led sexual assault bystander training and will set up biweekly phone calls with a PAAR representative (Ryan Sabolcik, ryans@paar.net). These phone calls will require critical assessment of the campus climate and what the chapter can do to prevent sexual assault on an ongoing, permanent basis.
- **10/23/2019 -- Tier 2 — LinkedIn Mixer** — Attendance: 10
 - A mixer event organized by DTD Social Chairman Dalton Stiteley: the LinkedIn workshop mixer with Phi Mu Delta utilized an outside speaker, Career Coach David Munn from the RMU Career Center, and doubles as a Road event. There were 10 Delt brothers in attendance, and we learned how to optimize LinkedIn and resumes. Mr. Munn shed further light into the specific application of ideas planted from the Professional Development Panel held in March, and the event also got new members acquainted with how Greek Life identity can help build professional careers. Thus, the thread of “What does it mean to be a Greek Man?” and the challenge of rediscovering our Greek identity was continued in this mixer.
- **10/28/2019 – Tier 3 – Diversity and Inclusion Workshop: International Students** – Attendance: 43
 - New member Zaithwa Gwaza, an international student from Malawi who is also Robert Morris’ Student Government Association President and as a resident assistant has experience in the Global Village in the Office of Residence Life, led a workshop on Diversity and Inclusion. Brother Gwaza focused specifically on how our brothers can best interact with international students who are diverse, in particular how to avoid micro-aggressions during first impressions. For example, Brother Gwaza stressed that he feels micro-aggressed when people ask him, “How do you speak English so well?” He educated the chapter on the definition of micro-aggression and engaged with them by asking them questions on what *they* might find offensive if someone from a different country said it about them, in order to open our eyes on what international students might experience here in the United States. Finally, he proposed a model that one might use in order to prevent micro-aggressions when meeting international students, including “Don’t be afraid to ask questions.”



Assessment Tool and Reflection

The following details the results from the Assessment Tool. Afterwards you will find a sample of source material and, lastly, a reflection that summarizes the overall effect on chapter of Road events, based on survey results, event attendance, and qualitative data gained through continuous reflective discussions throughout the year.

**Percentage shown is majority or highest plurality. Lines highlighted in red are majority or plurality in three stars or less. Those that are five stars but still seem below what they should be given chapter goals or previous programming on that subject are italicized. These concepts will be revisited in future Road programs, perhaps in alternative or more in-depth ways if Road programs have already addressed these ideas.*

Assessment Results

I can identify ways in which I live the Ritual in my daily life. (Five-star, 46%)

I believe that the Road programs my chapter hosts have a positive impact on my life. (Four-star, 54%)

It is evident that my fraternity values membership development. (Five-star, 69%)

My Director of Member Development works with a committee to plan and implement a series of Road programs throughout the year. (Five-star, 69%)

I can articulate the four sections of the Road. (Three-star, 39%)

I understand and value the Ritual as a result of chapter programming. (Four-star, 54%)

I understand the skills and process to recruit new members to Delta Tau Delta. (Five-star, 61.5%)

I can articulate the time commitment required of a new member. (Five-star, 84.6%)

I can articulate my leadership style. (Five-star, 53.8%)

I understand why it is important to know and apply the fraternity risk management policies and guidelines in every day action. (Five-star, 85%)



I have the skills and knowledge to create a personal budget. (Five-star, 54%)

I can articulate the appropriate ways to execute a philanthropy project from start to finish. (Five-star, 46%)

I understand what a personal brand is. (Five-star, 85%)

I understand the process for applying to graduate school programs. (Three-star, 39%)

I comprehend the concept and philosophies of servant leadership. (Five-star, 54%)

I can identify different types of insurance and basic coverage that I can utilize after graduation (Five-star, 46%)

I can identify basic components of a benefits package and what can be negotiated. (Five-star, 46%)

I understand the concept of global citizenship and what it means to be a citizen of the world. (Four-star, 46%)

I have knowledge to be inclusive of and respectful of different cultural, ethnic, and religious backgrounds from my own. (Five-star, 67%)

I can identify skills to express and control my own emotions, and the ability to understand, interpret, and respond to the emotions of others. (Five-star, 46%)

I can demonstrate the ability to coach and provide feedback to others. (Five-star, 46%)



*Survey source, screenshot during survey collection: **Google Forms**

*Attendance source: **Weekly secretary chapter data; RMU Revolution app**

Road-Pre Post Survey for Road Programming

Form description

Email address *

Valid email address

This form is collecting email addresses. [Change settings](#)

I can identify ways in which I live the Ritual in my daily life.

1 2 3 4 5

Strongly Disagree Strongly Agree

I believe that the Road programs my chapter hosts have a positive impact on my life.

1 2 3 4 5



Reflection


Zeta Mu Road, 2019 Year in Review

The assessment tool returned helpful information for us. Most of our goals are being met to a good extent, but some are underwhelming. For example, we need a program next semester on how to apply to graduate school programs, as this is only at three stars. We also definitely need a program on the Four Pillars of the Road.

Overall, though, we had a very successful year for the Road. Most metrics are at four or five stars at a high percentage. As Director of Member Development, I continued to expand this position's influence, as this was the second year that we had the position on E-Board, and this year we had the most frequent, as well as many of the most significant, Road events that the chapter has seen in its history. We had strong attendance at the events, with 40 or more brothers in attendance at 11 of the events, as well as 35 Greeks present at the Professional Development panel. Our attendance could improve at Road/mixer combinations, as only 10 attended that event. One way we can look to solve that next semester is to invite a third chapter to join as well, and also to schedule it more effectively so more brothers are available to attend.

We believe the Road programs impacted the chapter positively in a huge way. In both semesters I pre-planned each month's theme, and in the first semester overall we focused especially on professional development. With such strong professional development programming, including a pan-Greek Professional Development panel that our chapter organized, and with the event and its companion events focused on the personal identity we each have as a Greek and how it can serve our professional life, it is no wonder that 85% said five stars for "I understand what a personal brand is." This event and others were geared to increase consciousness of our own identity and how being Greek and being a Delt wraps into that identity. In turn, we can use that understanding of identity to do better in professional scenarios. One of our brothers, for example, epitomizes what our programs encouraged: after attending the Professional Development panel and other Road events, he interviewed at several large Pittsburgh companies and received summer 2020 internship offers from three different companies at once — all before the end of October 2019.

We used the assessment tool near the end of the FAAR season to test how the Road events impacted membership. Other than that which has been mentioned already, we could use further programming in some basic fourth-year professional concepts like how to negotiate and how to choose insurance, as well as more advanced all-chapter concepts like how to be a global citizen. We believe we have taken an important first step towards the global citizen goal, as our final Road event before the end of the FAAR season was a Diversity & Inclusion workshop centered on international students and how our chapter interacts with them, led by an international student from Malawi.



For the Director of Member Development who comes after me, I am keeping the data used for this review and during the transition will point out areas of strength and areas of potential growth. I am passing on the contacts I gained this year including former International President Jim Garboden and ethics professor Tariq Shah Al-Rahim. Importantly, I will be passing on the permanent relationship with PAAR (Pittsburgh Action Against Rape) that I have begun with Ryan Sabolcik. This will be an important and ongoing set of workshops and phone calls wherein Ryan evaluates our needs through a survey, comes in and workshops our areas of need as well as those requested (e.g. bystander training), and then continues a relationship through next year of biweekly phone calls. This biweekly conversation program is being piloted with Zeta Mu and other Pittsburgh-area Greek chapters and is intended to keep the lessons learned at the forefront always throughout the year instead of just once or twice a year. I hope our second year using the Director of Member Development E-Board model has made you proud to be a Delt, and I am excited for you to see how the position continues to evolve in its third year as well as how we will up the ante in the virtuous challenge to understand our Greek Man identity through truth, courage, faith, and power.

Fraternally,
Julian Gregorio
Director of Member Development
Zeta Mu