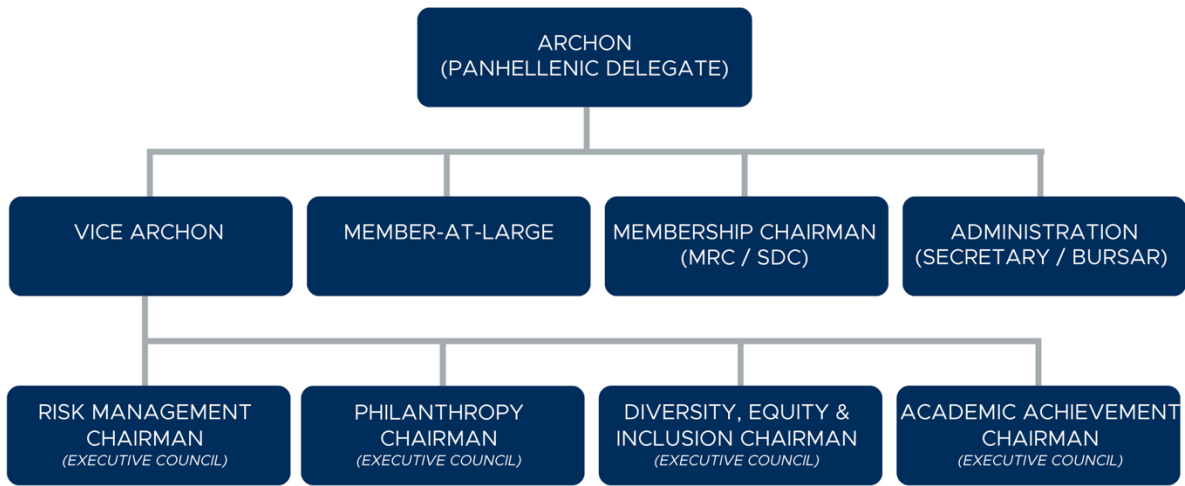


ALTERNATE LEADERSHIP FORMAT

FOR CHAPTERS WITH A TOTAL LESS THAN 40

Phi Sigma Sigma's constitution allows members to hold multiple executive board positions during a single term. At a certain size, a chapter may benefit from the alternate leadership format to sustain a stronger operational core and become more effective guiding their chapter.



INTENDED OUTCOMES:

Chapters experiencing low membership either temporarily (due to lack of interest or recruitment success) or when limited by the campus total/enrollment can expect to gain the following from the use of the alternate leadership format:

- Less internal-operations challenges, which affect the chapter's overall appeal to potential new members
- Increased officer retention and accountability
- Stronger applicant pool of leadership candidates, enabling the chapter to elect experienced, qualified applicants to fill all required positions
- Fewer feelings of an "inside" and "outside" group that is created by a majority leadership
- Decrease in officer burn-out when leaders have held roles for several terms

Suggested Use: Should chapter total be set below 40, the alternate format would be offered to chapter nominating committee to use if they felt certain offices should be maintained by a single candidate. The recommended format seeks to protect any potential conflicts of interest while also balancing the appropriate distribution of responsibilities among the leaders on executive board.



ALTERNATE LEADERSHIP FORMAT

The model does not require a revision to the chapter's constitution, as it is not the combining or eliminating of positions, but instead, a member holding multiple positions, a practice that is not restricted/limited for those using the model chapter constitution.

The deployment of the model would be coordinated by the chapter coach to best fit the immediate needs of the chapter. The model is not a punishment or penalty for maintaining low membership. It is a recommendation used to assist the chapter in becoming more operationally sound. The format should only be employed until the chapter can cross the membership threshold where they can involve more participants in leadership positions.

THE ALTERNATE LEADERSHIP FORMAT

- The archon may also hold the position of Panhellenic delegate.
- The member serving as the membership recruitment chairman may also hold the sister development chairman position.
- For those chapters with a formal recruitment structure the MRC will turn her focus to Phi Program responsibilities following bid day and sisterhood responsibilities following initiation.
- Chapters with an established total under 40 will be encouraged to use a five-week Phi Program format. This is thought to increase retention among the new member class and allow for a chapter that is accepting women through COB to educate multiple classes in a semester.
- The member serving as secretary (formerly scribe/tribune) may also take on the role of bursar, focusing on the chapter's administrative responsibilities.
- The following roles will be incorporated as a part of executive council and will report to the vice archon:
 - Risk management chairman
 - Philanthropy chairman
 - Diversity, equity & inclusion chairman
 - Academic achievement chairman
 - House manager

