



The Executive Board and Subrosa

Members of the Executive Board have a great deal of responsibility when it comes to upholding Chapter policy and setting the example for other Members when it comes to Chapter practice. Protecting the Chapter by developing and maintaining trust among Members relies heavily upon reverence for and adherence to Subrosa.

- 1 Set the Example**

As leaders in the Chapter, other Members will look to you to know what to do. It's important that you set a good example by upholding Subrosa. If you are unsure whether or not something falls under Subrosa, err on the side of caution and don't discuss it. If you accidentally break Subrosa, own up to it.
- 2 Educate and Re-Educate**

Being intentional about educating Members on Subrosa will convey its importance and help to prevent Subrosa violations due to ignorance. Create a plan for educating new Members about Subrosa and re-educating existing Members on an ongoing basis.
- 3 Foster Trust**

Feelings of trust between Members strengthen a Chapter. When Members trust one another, retention and morale improve and every aspect of being a Chapter is more enjoyable. By modeling trustworthy behavior, you will create a Chapter culture that lends itself to long-term sustainability.
- 4 Hold Members Accountable**

As with any policy violation, those who break Subrosa must be held accountable. Disciplinary action may be warranted, but it is most important to ensure that all Members feel informed about expectations and know that Subrosa violations will be addressed.

Balancing Confidentiality and Transparency

Confidentiality refers to the obligation of Exec Board Members to not disclose sensitive information that could harm the Fraternity, Chapter relations or an individual Member. Transparency, or the disclosing of information, engenders goodwill and is the mark of a well-managed and mature Chapter committed to adopting and maintaining best practices. While transparency seems to be the ideal, there are limits to what can be shared with the Chapter. It is the job of Chapter leaders to know what to disclose and when. Especially when dealing with conflicts of interest as they relate to disciplinary issues, the Chapter will be keenly observing your actions. Any appearance of impropriety may impact Members' perceptions of your leadership. Establishing a balance between confidentiality and transparency creates a culture of trust, which sets the stage for collaborative problem-solving and good decision-making.