



# Improving Chapter Morale

Chapter morale is reflected in virtually every aspect of your Chapter, and any efforts you make to improve Chapter morale will have a positive impact. Higher Chapter morale will result in greater Member engagement, higher retention, stronger recruitment and long-term sustainability for your Chapter. Here are some things you can do to improve Chapter morale:

**1**

## Ask for Member Feedback

Chapter Members want to know that their opinions are valued. Start by gathering feedback from Members, and then find ways to incorporate their ideas into improving the Chapter.

- Create interest surveys to get ideas for Chapter events
- Hold Roundtable discussions to brainstorm ideas for improving visibility on campus
- Use Facebook polls to get input on t-shirt designs, fundraisers and service projects
- Host open office hours where Members can share their ideas with Chapter leaders
- Debrief following events using Start/Stop/Continue or another similar activity

**2**

## Take Time to Celebrate

Capitalizing on opportunities to celebrate Chapter wins--big and small--will encourage improvements and give Members the recognition they deserve for pushing forward.

- Have Members shout out those who contributed to an event or committee project
- Select a Member of the Week to highlight on social media
- Offer incentives for perfect attendance at Chapter Meetings or most events attended
- Give out certificates for academic, personal and professional accomplishments
- Host an Awards Ceremony to recognize the best events and most involved Members

**3**

## Offer a Variety of Opportunities

Offering Members opportunities to engage in the Chapter, the campus and local communities and at the National level will connect them with why they joined Phi Sigma Pi.

- Participate in campus-wide events to promote the Chapter
- Partner with other campus organizations on a service event
- Host an inter-Chapter event to get to know Members from a nearby Chapter
- Attend performances, concerts and presentations as a Chapter to support Members
- Hold regular Leadership in Action Modules to encourage Member growth

**4**

## Be Transparent

It's important that Chapter Members feel well-informed about what's going on in the Chapter, and, when challenges arise, the entire Chapter should participate in problem-solving together.

- Invite Members to attend Executive Board Meetings
- Discuss changes to Chapter policies and practices at Chapter Meetings
- Share information sent via email or posted on social media by the National Office
- Communicate philosophy for Member accountability while upholding Subrosa
- Offer ongoing Member education on Chapter and National policies