DATE: July 8, 2015

**Final Report of the Grand Council Deputy (GCD) Development Committee**

TO: Executive Committee (EC) and the Central Office

FROM: Gary Van Riper and Deanna McDanel, Co-Chairs

Co-Chairs: Deanna McDanel and Gary Van Riper

Members: Nick Au, Chris Charles, Robert Cluxton, Michael Cournoyer, Vince Dorsey, Dana Fasanella, Tammy Hart, Lori Joas, Chris Richter, Amal Thakarsey, and Betsy Yablonski

Our committee prepared and submitted to the EC progress reports on 12/3/2013, 7/21/2014, and 12/5/2014. The tasks of our committee and corresponding progress for 2013-2015 are listed below.

**#1: Continue the yearly awarding of the “Grand Council Deputy of the Year Award”**

* We award up to a total of 10 GCD Certificates of Excellence in addition to the 1 GCD Outstanding Achievement Award, for a total of 11 awards each year.
* These are promoted by sending emails monthly starting in January or February each year until May. Reminders are sent out a few times per month in April and May.
* We had 28 nominations in 2014 and 29 nominations in 2015 for the GCD Outstanding Achievement Award and the GCD Certificate of Excellence.
* The nomination forms are reviewed and voted upon by the committee. We do utilize an objective rubric to score the nominations. However in both 2014 and 2015, 3 of our members of this committee were nominated and only 8 of 13 members submitted rankings both years. In both years, 2 members that were nominated submitted rankings excluding their own nomination. Co-Chair McDanel collated all the ranks and determined the award recipients based on the average rank order.
* The winners of these awards are contacted by the committee in July/August each year to congratulate them and to receive the contact information for their supervisor(s). A letter that had been created by this committee was sent out to their supervisor(s) on behalf of Grand Regent Eric Gupta in late 2014 and will be sent after GCC in 2015.
* **2014 AWARD RECIPIENTS:**

**2014 Grand Council Deputy Outstanding Achievement Award:** Chris Miller – Beta Kappa

**2014 Grand Council Deputy Certificates of Excellence (in alphabetical order):**

Nick Au – Beta Omicron

Riccardo Boni – Delta Epsilon

Chris Charles - Sigma

Vincent Dorsey – Epsilon Upsilon

Abraham Duncan – Gamma Phi

Eric Gupta – Epsilon Gamma

Robert Mancini – Epsilon Pi

Harry Patrick Marcelin – Epsilon Mu

John Pietkiewiecz – Epsilon Omicron

Louis Williams – Delta Delta

* **2015 AWARD RECIPIENTS for the 2015 Grand Council Deputy Outstanding Achievement Award and**         **2015 Grand Council Deputy Certificates of Excellence will be announced at the 2015 GCC.**

**#2: Continue to improve the GCD of the Year Form**

* In 2014, the form was sent to the committee for edits and the only change based on comments from our committee was related to the number of communications with the Regent about Chapter activities per year. There was a reduction in the maximum points to 50 versus 75 as this matched the progress report form exactly. The form was then submitted to the Executive Committee for adoption on February 2, 2014. We finally got approval on March 10, 2014 and advertisement of the award commenced on March 14, 2014.
* In 2015, the nomination form was further updated. The focus was a special emphasis on those items that are rather subjective in nature and we tried to come up with statements that were much more measurable. We thus deleted some criteria and modified a large number of them to be more objective. We also added a few areas as well. Lastly, the points were adjusted for many of the criteria. The form was then submitted to the Executive Committee for adoption on April 1, 2015 and was approved on April 15, 2015. Advertisement of the award commenced as above on April 17, 2015.

**#3: Create a Google Group for all GCD to increase communications**.

* This task was accomplished by Co-Chair McDanel in October 2013. There are currently ~200 members. Co-Chair McDanel continues to keep this up to date based upon any email correspondence with changes in GCDs. However, with the movement of ownership of the roster to the Central Office, enrollment into the group and/or opting out will be up to the individual GCDs.
* In order to facilitate this, the goal will be to send an email message to the Google group, the International list-serve and Facebook page every fall and spring to coincide with the spring and fall packet release reminding GCD’s and chapters to update their GCD information (if applicable) to the Central Office and make them aware of the GCD Google group. This process may get started prior to GCC this year so it can be re-emphasized at GCC.
* GCDs have been using this forum to communicate about pressing issues and or get ideas from other chapters.

**#4: Assess the use of multiple GCDs and make a recommendation to the Executive Committee if there should be a maximum number allowed.**

* Brother Michael Cournoyer took on the responsibility of developing the survey to address many questions, one of which was this topic. It was approved by the Committee and distributed to all GCDs through the Google Group and list serve in July 2014, 66 responses were received by December 2014.
* Results of the survey showed the following: 2 (3%) people said a maximum of 1, 35 (53%) said a maximum of 2, 5 (8%) said a maximum of 3 and 24 (36%) said there should be no maximum. The rationale behind these responses was also reported on and varied.
* For reference, based on the previous roster updated by Brother McDanel, of the 98 chapters updated in 2014 the majority of chapters do have more than 1 GCD. The statistics showed the following: 44 (45%) chapters had 1 GCD, 38 (40%) chapters had 2 GCDs, 12 (12%) had 3 GCDs, and 3 (3%) had 4 GCDs
* The Committee discussed the pros and cons of limiting the number of GCDs. The consensus was that the number of GCDs probably should not exceed a total of three. The Committee recommends that this topic is in need of more discussion. The goal is to introduce this topic at the 2015 Grand Council. Then depending on the conclusions of the discussion, changes in the Constitution and By-Laws may be brought forward to the Grand Council in 2017 for consideration.

**#5: Analyze the needs of faculty GCDs versus non-faulty GCDs and develop a plan to address those needs.**

* Questions were added to the GCD survey as mentioned in charge #4 to address this. Of the 66 survey respondents, 49 were faculty and 17 were non-faculty. Eleven felt that that there would be benefit to adding a non-faculty GCD in chapters that currently do not have one. The advantages and disadvantages of having a non-faculty GCD were collected. In addition, the reason for why chapters elected a non-faculty GCD for the first time was asked.
* The Executive Committee requested that the Committee discuss and make a recommendation for possible legislation that the GCD title is retained only for faculty members and that the non-faculty GCD title is changed to a title such as Graduate Adviser. The rationale was so that the faculty GCD has the official responsibilities with the chapter and the school and it allows for more seamless communication from the CO and EC to chapters.
* The Committee discussed faculty GCDs and non-faculty GCDs as well as the role and definition of co-GCDs. There was much fruitful discussion on this topic and discordance within the committee. What was agreed upon is that the language and intent of the roles of the GCD(s), including the definition of co-GCDs does need to be updated. It seems like chapters utilize co-GCDs in so many different capacities and there is such a variety amongst chapters in the number, roles, duties and active involvement within each chapter that have more than 1 GCD.
* The Committee recommends that this topic is in need of more discussion and should be discussed at the 2015 GCC. The goal is to introduce this topic and see if there is any common agreed upon themes that could lead to legislative proposals for GCC 2017.

**#6: Continue to update and distribute the GCD Roster.**

* Co-Chair McDanel made a call for updates in August 2013 and August 2014. She received numerous emails with changes each year. If there was a change in GCD, she reminded the Chapter to contact the CO as well and cc’d them on the email.
* She has not made all of the modifications from the information received from 2014 as the responsibility for updating the roster was ultimately transferred to the CO. This was the decision made after Brother McDanel contacted Executive Director Porter on 12/4/14 to discuss the transition. The CO did share with Brother McDanel the roster they are working off of and she will cross reference with hers prior to GCC 2015. Then the most accurate information will be confirmed with chapters in the event of discrepancies while at GCC. The goal would be to have an up to date document for the CO to utilize. As mentioned in charge #3 an email will be sent by our committee reminding GCDs and chapters to update their information at the CO each spring and fall.
* In addition, it is also recommended that the GCD roster form should be updated to include a preferred address for the MASK to be sent. This will ultimately help the CO to ensure they don’t lose money on returned boxes of the MASK.

**#7: Update the GCD Handbook as needed and submit to the Publications Committee**

* The Handbook was reviewed by the committee members in January 2014. Additional edits were made in May and June 2014. It is going through another round of edits currently with the goal to have it sent to the Publications Committee by GCC 2015 for approval and in the fall packet 2015.

**#8: Bring GCDs with similar backgrounds (i.e. three-year schools, faith-based schools, chapters with houses, etc.) together so they can assist each other in their mutual needs.**

* Questions were also added to the survey mentioned in #4. Fifty-two (79%) of respondents said they would like to be able to network with other GCDs of similar backgrounds. Some of the selected groups they would be interested in were: similar program lengths, non-faculty GCDs, faculty GCDs, chapters with multiple GCDs , chapters with houses, and chapters with split programs.
* The Committee feels like the use of Google Group is a good forum for this discussion. There has been some discussion on the list-serve as it relates to split campuses. Continued discussion and ideas from the EC on how to make this work in a more systematic way will be appreciated.

**#9: Consider a formalized training program for GCDs through perhaps a GCD mentor-mentee program.**

* The rationale behind this was to allow for new GCDs that are interested in learning about the nuances of the role can be paired up to bounce ideas off of and learn from more established GCDs.
* The Chairs have discussed the establishment of a mentor-mentee program for new GCDs. We believe that such a program would work best on a Province level.  It would be great to identify one or two GCDs in each Province that would be asked to serve in the role as a mentor to new GCDs in their Province.  It would be easier for the mentor-mentee to personally meet at a Province meeting. There are times when a face-to-face meeting would be much better than an electronic meeting.  With the GCD Manual as a resource and a mentor to contact, a new GCD should have the resources to become a good/great GCD.
* This can be further discussed with the GCDs present at the 2015 GCC to determine the best way to employ this.

If you have any questions about this report, please contact us at [gvrsdsu@gmail.com](mailto:gvrsdsu@gmail.com) and [deanna-mcdanel@uiowa.edu](mailto:deanna-mcdanel@uiowa.edu).

Respectfully submitted: Deanna McDanel and Gary Van Riper, Co-Chairs GCD Development Committee