

LAMBDA CHI ALPHA

Accreditation Report

2013-2014

Intellectual Development

- Lambda Chi Alpha was ranked first out of 18 Interfraternity Council Chapters in the fall 2013 semester with a GPA of 3.234, an increase of .049 from the spring 2013 semester. The 3.234 GPA placed the chapter above the All Fraternity and All Greek averages.
- Lambda Chi Alpha was ranked fourth out of 18 Interfraternity Council Chapters in the spring 2014 semester with a GPA of 3.165, a decrease of .069 from the fall 2013 semester. The 3.165 GPA placed the chapter above the All Fraternity average.
- Lambda Chi Alpha's spring 2014 new member class GPA was 2.895, ranking 13th out of 18 Interfraternity Council Chapters.
- Lambda Chi Alpha had 17% of the chapter on the Dean's List in the fall 2013 semester and 20.7% on the Dean's List in the spring 2014 semester.
- The Committee notes the chapter's GPA, but was disappointed that there was a lack of follow up on the recommendations made to the chapter during last year's Accreditation process. Specifically, the Committee recommended that Lambda Chi Alpha develop an academic plan for all its members. Such an academic plan was not developed. This plan was supposed to provide support and incentives for all members and serve as an opportunity to re-establish a strong relationship with the Center for Academic Success (CAS). This was something that chapter had been working on in 2012-13, but there was a distinct lack of follow-through in 2013-14. The only evidence of CAS involvement was one workshop in the fall and two workshops in the spring semester. In the first spring semester workshop, the staff member involved reported that the members of the chapter that attended the workshop had a rude and disrespectful manner. The second workshop was held to train ten chapter members to be peer mentors, but did not occur until March.
- The chapter posted a list of each member's major and minor, in order for chapter members to better obtain academic support for members with similar majors.
- The Chapter was challenged in their 2012-2013 Accreditation report to develop an "elite level intellectual development program", based off previous chapter intellectual programs and practices. The chapter failed to complete this task, in fact showing no real intellectual development plan at all in 2013-14. Lambda Chi Alpha hosted faculty member Judy Lasker for dinner and a discussion regarding campus climate after the Umoja House incident. The Committee would have like to have seen follow up to this discussion by the chapter in both the Intellectual and Community Development areas.

In the area of **Intellectual Development**, the Committee rated Lambda Chi Alpha to be a **Bronze Chapter**.

Leadership Development

- Lambda Chi Alpha's Committee structure was ineffective for the 2013-2014 year. The committee structure was implemented with the goals to share responsibility among all members and create a highly productive organization. However, the Committee saw no evidence of shared responsibility and did not find Lambda Chi Alpha to be a

productive organization. The committee structure implemented by the chapter simply did not work.

- The Chapter acknowledged their poor leadership structure indicating that it reduced accountability and responsibility among general members.
- The Chapter met with representatives from Lambda Chi Alpha International Headquarters three times throughout the year. The focus of some of the visits was to review social/alcohol policy from both a Lambda Chi Alpha perspective and from a Lehigh perspective. Following two of these visits the chapter had two University social policy violations that were also violations of Lambda Chi Alpha International policy.
- The spring semester enhancement of the chapter's standards board was discussed by Lambda Chi Alpha leadership at the Accreditation presentation and in the packet. During the most recent conduct hearing for Lambda Chi Alpha, an investigation led to the finding that the chapter falsified testimony claiming the organization's standards board had removed a chapter member. In reality the chapter member was told that he was being removed until the conclusion of the conduct hearing, and then he would be reinstated. The Committee found this deceit troubling.
- As part of the outcome of a spring 2014 University Committee on Discipline (UCOD) hearing, the Past President and Past Risk Manager of the chapter were removed from the organization. It is atypical for the UCOD to remove individual chapter members from the chapter. Given this action, the Accreditation Committee believes this is another significant indication that the chapter leadership is significantly flawed.
- The Committee noted the chapter's continued use of the Tactical Operation Guide Assessments (TOGAs), and the chapter's focus on personalizing the documents to reflect Lehigh specific information.
- Lambda Chi Alpha has many members that belong to other student organizations and some that hold leadership positions within those groups. The Committee was disappointed in the chapter's inability to link these outside leadership positions to any sort of leadership structure within Lambda Chi Alpha. There was no evidence of links to outside leadership in the submitted materials or the presentation.
- The chapter frequently spoke about the effectiveness of their relationship with the Lambda Chi Alpha Headquarter Leadership Consultants. It was therefore disappointing for the Committee to hear that the chapter knowingly violated their social policy two days after having a leadership consultant visit that focused on Lambda Chi Alpha alcohol policies. Again, the Committee experienced inconsistencies between the chapter's claims during their presentation and their actual behavior during the year.
- The Chapter reported that they worked to improve their Associate Member program to focus on accountability and values adherence. However, the Committee was not able to see how the role of the chapter's upperclass students modeled values adherence or accountability, outside from a handful of chapter members. There seems to be a gap between what is expected from Associate Members and the behavior of current members.

In the area of **Leadership Development**, the Committee rated Lambda Chi Alpha to be a **Unacceptable Chapter**.

Community Development

- The Chapter had set a goal this year to plan and host a signature philanthropic event, but it did not occur. It is apparent that the chapter members do not adhere to one of their foundational values, service to others. There was little to no evidence of any practice or efforts of “service to others” as a chapter.
- Lambda Chi Alpha partnered with Lehigh After Dark to host a basketball tournament with Alpha Phi. The Committee recognizes the collaboration, however, this was minimal evidence and effort related to community events.
- The Chapter had two members participate in the Inclusive Leadership Seminar. The committee would have liked to see the chapter develop a platform for members to share their experiences and learn more about privilege and inclusion throughout the year.
- Lambda Chi Alpha started to investigate ways to incorporate their Seven Core Values into the everyday functions of the chapter. Knowing that incorporation of Lambda Chi Alpha Headquarters resources had been a recommendation for several years leading up to the member review two years ago, the committee is left wondering how more of these aspects of the national organization were never entered into the culture of the organization over the past several years.
- The Committee was disappointed by the chapter’s limited involvement in philanthropic and community service. According to the chapter’s report and presentation, less than half the chapter membership attended or participated in community development. This is extremely low, especially given one of its core values is supposed to be service to others.
- The chapter had multiple Code of Conduct violations in the spring 2014 semester, which led to Lambda Chi Alpha being put on Differed Dissolution through the fall 2015 semester and Disciplinary Probation through the spring 2017 semester. The incidents that led to the Code of Conduct violations all came within the days of meetings with Lambda Chi Alpha Headquarters and OFSA staff members as the chapter discussed ways to improve accountability. Additionally, improving alcohol management was a Chapter Development question from the Committee in 2012-13 and the chapter was intentional in its attempts to violate University and Headquarters policies, even after discussing ways they knew the culture of the chapter needed to be changed.

In the area of **Community Development**, the Committee rated Lambda Chi Alpha to be an **Unacceptable Chapter**.

Organizational Development

- The Committee recognizes the current organizational structure and execution is not functioning to its fullest potential. The Committee believes the chapter is aware of this and has identified areas of improvement. However, they were made aware of these concerns multiple times throughout the year by staff in the OFSA and their Accreditation liaison, yet they took no steps to remedy the concerns.
- The Committee is concerned that the lessons learned from the chapter’s recent restructuring and membership review did not carry through. The Committee does not see the chapter prioritizing culture changes to address repeated areas of concern.
- Lambda Chi Alpha’s officer transition program has not been consistently effective. The chapter has constantly relied on a small core of leaders to run the organization, which has been a major contributing factor to the inconsistent nature of the chapter.

- Over the course of the spring semester, Lambda Chi Alpha recently worked to develop a *Brotherhood Contract* for the entire membership. The contract outlines what is expected from all members. While this is a valuable strategy, there is not a commitment to holding members accountable for contractual failures. The Committee is extremely concerned that the chapter standards had fallen so far and become so bad that the chapter needed to consider measures such as a brotherhood contract. This is especially troubling when the Committee considered that the chapter when through an intensive member review and reorganization only two years ago. The expectation is that a chapter who is just two years out from a major evaluation and reorganization should be functioning much more successfully than this chapter is currently.
- At Accreditation, the chapter presented the Committee with a chapter brotherhood contract, reaffirming the standards of the fraternity and the need for fraternity members to remain consistent with these standards. However, the very evening of the chapter's Accreditation presentation, they planned and held a social event with alcohol at their off-campus house that violated this contract, University policy, and the law. The event resulted in an underage student being sent to the hospital for alcohol poisoning after being served alcohol at their party. The majority of the chapter was present at this event. One member was suspended by the chapter, and was told they would return to the organization once the University conduct process was concluded. These decisions by the chapter give the committee no reason to find this contract credible.

In the area of **Organizational Development**, the Committee rated Lambda Chi Alpha to be an **Unacceptable Chapter**.

Facilities Management

- Lambda Chi Alpha had \$136.00 in common damages for the fall 2013 semester.
- Lambda Chi Alpha's common damages for the first half of the spring 2014 semester were \$394.
- At closing, the chapter had \$1,069 in common damages.
- In September, the Office of Residential Services discovered that Lambda Chi Alpha members were regularly urinating in the southwest stairwell. Residential Services met with the chapter to confront the situation and inform the chapter that this unhealthy and disrespectful "tradition" needed to cease immediately. In December, at house closing, Fraternity and Sorority Affairs staff members discovered that the urination in the stairwell had continued throughout the fall. As a result, the stairwell was closed in February and needed to be replaced. The cost of this replacement project was not transferred onto the chapter, but the cleaning cost was paid by the chapter. No chapter members were ever identified or came forward as being responsible. The chapter claims that urinating in the stairwell was a chapter tradition that has been going on for many years. The committee finds this disturbing, especially knowing that Lambda Chi Alpha had undergone a member review several years ago, and that this custom either survived the review, or was begun by current members.
- After the southwest stairwell was closed, a camera was put in the stairwell. On at least two occasions chapter members showed blatant disregard for the decision to put a camera in the stairwell. On one occasion a chapter member smoked a cigarette in front of the camera, turning and blowing smoke into the camera. On another occasion, a chapter member intentionally made an obscene gesture towards the camera, while grabbing his genitals.

- The chapter lost \$2,577 in furniture at spring house closings. This was quadruple what any other chapter lost in 2013-14.
- Once again, the Committee was surprised at how negligent the chapter is in the care and respect for their facility given they completed a comprehensive member review only two years ago
- The chapter had no substantial goals or progress towards sustainability/green initiatives.

In the area of **Facilities Management**, the Committee rated Lambda Chi Alpha to be a **Unacceptable Chapter**.

Overall Rating

Overall, Lambda Chi Alpha has been rated an Unacceptable chapter by the 2013-2014 Accreditation Committee.

Lambda Chi Alpha has shown an inconsistent Accreditation record over the past decade. Coming off of a recent member review and a sanction of Deferred Dissolution in 2011-12, the chapter received a rating of Poor. The chapter showed some signs of improvement and earned a bronze rating in 2012-13, but was cautioned on the need to show consistency and improvement in the future. The 2012-13 Accreditation Committee informed the chapter ; “as has been the case with the chapter in the past, Lambda Chi Alpha must show a level of consistency.” The chapter has traditionally struggled to rise to, and maintain, a level higher than bronze. The Committee believes that there has not been the necessary sense of urgency by the chapter following their chapter member review two years ago and the multiple direct feedback provided to the chapter during this past academic year indicating that they were not performing in acceptable manner. It is clear to the Committee that the bulk of the chapter has not learned these lessons.

In past years, Lambda Chi Alpha has been consistently reminded by OFSA, Residential Services, The Office of Conduct & Community Expectations, their alumni, and their Accreditation liaison, to show sustained improvement around general member accountability, facilities management, and responsibility in curbing high-risk behavior. These were factors that led to the chapter almost losing recognition two years ago. Unfortunately, the Committee believes that aside from a handful of chapter members, the negative and ineffective culture that Lambda Chi Alpha Headquarters and the Office of Fraternity and Sorority Affairs worked to help change, has only become more entrenched. Factors such as chapter members urinating in the facility, high risk alcohol use continuing after consistent and repeated warnings and educational lessons, general member apathy being documented by all stakeholders involved, and only a handful of members showing the drive to make changes, all speak to a failure for sustained cultural change. In the context of a chapter that is only two years removed from a complete member review, this chapter has not only failed to improve on the very significant areas of concern that led to the chapter review. In fact, in many critical categories, the chapter has receded to an even more troubling state of disregard, negligence, carelessness, lack of pride, and raises significant concerns for health and safety. Lambda Chi Alpha has been rated Unacceptable for 2013-14, and has immediately lost chapter recognition and rights to group housing.