

ALPHA TAU OMEGA

Accreditation Report

2014-2015

Intellectual Development

- Alpha Tau Omega was ranked eighth out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.05824, a decrease of .03721 from the spring 2014 semester. The 3.05824 GPA placed the chapter above the All Fraternity average.
- Alpha Tau Omega was ranked first out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.225, an increase of .16676 from the fall 2014 semester. The 3.225 GPA placed the chapter above the All Fraternity and All Greek average.
- Alpha Tau Omega's fall 2014 new member class GPA was 2.745 ranking seventh out of 11 Interfraternity Council Chapters. The new member class GPA was 3.201 for spring 2015 ranking first out of 17 Interfraternity Council Chapters.
- Alpha Tau Omega had 21.6% of the chapter on the Dean's List in the fall 2014 semester and 23.5% on the Dean's List in the spring 2015 semester.
- Alpha Tau Omega has continued to sustain a satisfactory chapter GPA for several semesters running, continuing their drive to improve their GPA from past years of lower standards and academic accountability.
- Alpha Tau Omega has continued to develop and utilize the tiered system they created last year as a key component of their Scholarship Program. This system allows for different interventions for members at different levels of academic ranking. In addition, the Scholarship Program utilizes incentives including a financial scholarship awarded to members who earn the highest cumulative GPA in their academic class.
- Alpha Tau Omega has continued to build upon their Academic Major Lineages Program, to connect members from similar majors in a way that mirrors the "Big-Little" lineages and institutes an academic support system for younger members who can benefit from the mentorship of older members in their majors.
- Alpha Tau Omega successfully increased their use of "Good of the Order" time after chapter meetings to reflect upon events and experiences relevant to its membership. The Committee commends the Chapter on this program and recommends the Chapter continue to explore ways in which this time could be further used to highlight issues of inclusion and change locally and nationally.
- The Chapter effectively partners with their faculty advisor Dr. Nandkumar Nayar as both an academic success coach and professional development mentor; seeking his advice, support, and general knowledge many times throughout the year.
- Alpha Tau Omega hosted their second annual Career Day program with great success. Alumni continue to return and support this program, representing various career paths and professional development experiences. The program hosts mock interviews and resume review workshops, which the members find extremely helpful as they prepare for internship and professional interviews.
- The Committee would like to commend the Chapter on their notable commitment to academic success, regardless of impact on social standing. It is important to know

that these are not mutually exclusive concepts, and the members of Alpha Tau Omega seem to have an improved understanding of that.

Chapter Development Question for 2015-16:

- **How can Alpha Tau Omega continue to grow and develop new or existing opportunities to facilitate learning and development around topics related to social issues for its membership?**

In the area of **Intellectual Development**, the Committee rated Alpha Tau Omega to be a **Silver Chapter**.

Leadership Development

- Alpha Tau Omega remains committed to its members' leadership development and showcases this by encouraging and supporting members' attendance to many different national leadership conferences, including the Alpha Tau Omega Emerging Leaders Conference, Alpha Tau Omega Congress, and the LeaderShape Institute.
- The Chapter initiates and reinforces the learning from these experiences through the "Good of the Order" program, which allows members to share about their experiences in a public forum.
- The Committee commends the Chapter's continued investment in national leadership programs, and would like to challenge the Chapter to explore even more ways this learning could be shared and disseminated to the larger membership as well as the general campus community.
- Alpha Tau Omega encourages its members to be involved in various engagement opportunities on campus including student organizations, academic honors programs, career development clubs, as well as varsity and club sports.
- The Chapter's Executive Shadowing and "Delegation Pipeline" programs encourage involvement and leadership from both positional and informal leaders within the chapter. The Committee commends the Chapter on the continued development of these programs as a means to share responsibilities and encourage leadership development of any and all members. The Committee recommends the Chapter consider how the Relational Leadership Model may help further strengthen these programs in the future.
- The Chapter has connected many elements of its True Merit Character Program (New Member Education Plan) to Lehigh's bLUeprint Foundations for Student Success. The Committee commends the Chapter on making these connections, and recommends the Chapter continue to find ways to make even more meaningful connections between bLUeprint Foundations and the chapter's operations.

Chapter Development Question for 2015-16:

- **How can Alpha Tau Omega continue to formalize the process of understanding informal leadership and benefiting from each other's learning through individual leadership experiences?**

In the area of **Leadership Development**, the Committee rated Alpha Tau Omega to be a **Bronze chapter**.

Community Development

- Alpha Tau Omega formed and continuously developed a relationship with the Office of Gender Violence Education and Support, developed from a desire to address the perception and stereotypes the chapter was challenged to address this year, in addition to genuine passion amongst members to address issues of gender violence on campus. Notably, this led to a collaboration to co-facilitate the new student orientation sessions on gender violence with members of Break the Silence gender violence prevention peer educators. The Committee recognizes how meaningful this relationship has been for both the chapter and the community, and would like to both commend the Chapter as well as encourage this relationship be sustained and strengthened in years to come.
- Alpha Tau Omega co-hosted their annual “Bash for Cash” philanthropy event with Alpha Omicron Pi, which is becoming a staple program expected from the Chapter.
- The Committee would like to commend the chapter on the meaningful development and continuation of these programs and partnerships, and recommends the Chapter consider how they can connect these experiences to opportunities to address concepts related masculinity and college men’s development.
- Alpha Tau Omega has continued to build individual and chapter relationships with Habit for Humanity and American Legion.
- Alpha Tau Omega participated in and supported numerous programs hosted by the Greek and campus community, including Dance Marathon, Relay for Life, Adopt a Family, Delta Upsilon’s Huntington’s Disease Walk, etc.
- Alpha Tau Omega was found responsible for hazing and placed on Differed Dissolution for 2015-16 and Disciplinary Probation for 2016-17. The Chapter worked closely with the OFSA through this investigation and pled responsible to the allegations. While the Committee would like to commend the positional leaders who acknowledged the Chapter’s wrong-doings, the Committee cannot ignore the seriousness of the abovementioned violations. The Committee is especially concerned in the lack of leadership from upper class members of the chapter, especially the seniors whom knowingly allowed these activities to occur and misled chapter leadership.
- The Committee challenges the Chapter to explore areas where other local “traditions” may exist and be holding them back from achieving status as true leaders on campus.

Chapter Development Question for 2015-16:

- **How can Alpha Tau Omega continue to develop opportunities to partner with campus organizations to share and spread awareness from their experiences and chapter-developed programs?**

In the area of **Community Development**, the Committee rated Alpha Tau Omega to be a **Poor Chapter**.

Organizational Development

- Alpha Tau Omega utilized their Leadership Consultant, Bryan Murray, on a regular and routine basis, and maintained contact between in-person visits. The entire

Chapter engaged in the process of performing a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of the chapter and used the results to inform their goal-setting and strategic planning each semester. The committee commends the Chapter for developing such a meaningful and supportive relationship with an Inter/National Headquarters representative.

- Alpha Tau Omega continued to involve an increasingly diverse representation of members (by academic year) on its executive board and committees, ensuring positional leadership opportunities are accessible at all levels of membership so that any interested member can benefit from the experience, regardless of their time in the organization.
- Alpha Tau Omega continued to develop its Executive Shadowing Program for interested New Members to both learn about organizational management and contribute to the success of the organization through the means of the “Delegation Pipeline” program.
- Alpha Tau Omega had a more successful recruitment period this year, and reflected on new connections to campus-wide opportunities as a meaningful way to interact and build relationships with Potential New Members. The Chapter noted meeting many potential new members during the new student orientation sessions they co-facilitated with Break the Silence. The Committee considers this connection of resources and engagement opportunities to recruitment practices to be a best practice.
- Alpha Tau Omega continued to re-focus their Ritual Practices to be more in line with Inter/National Fraternity procedures. This is particularly apparent based on the results of the Chapter’s SWOT analysis performed in conjunction with their Leadership Consultant, Bryan Murray.
- The Committee would like to commend the Chapter on their successful transition from FMA to OmegaFi, and on their continued efforts to be transparent in their Annual Dues structure with internal and external stakeholders. The Committee considers this a best practice, and encourages the Chapter to share their methods of communication and transparency with other organizations within the Greek community.
- The Committee commends the Chapter for their strong Accreditation presentation and the inclusion of the entire chapter in verbal reflections. Additionally, the Committee would like to commend the Chapter for the submission of a well-organized Accreditation packet, which includes a structure supportive of strategic planning and long-term reflection.
- Based on the outcome of the Chapter’s conduct case, it seems apparent that the senior class subverted the Executive Board and attempted to “bring back” hazing practices unbeknownst to the leaders of the Chapter. The Committee is concerned by this and recommends the Chapter explore, identify, and eradicate the cause of this dysfunction within the Chapter.

Chapter Development Question for 2015-16:

- **How can the chapter continue to integrate the bLUeprint foundations into their operations?**

In the area of **Organizational Development**, the Committee rated Alpha Tau Omega to be a **Silver Chapter**.

Facilities Management

- Alpha Tau Omega's had no common damages in 2014-15.
- Alpha Tau Omega continued to improve and sustain their relationship with the Office of Residential Services. The committee is pleased to hear about this improvement.
- Alpha Tau Omega worked with the Office of Residential Services to ensure the successful renovation of a main bathroom in the living area of the facility.
- Alpha Tau Omega had one violation of a General Provision for Student Occupancy.
- Alpha Tau Omega had one major Life Safety Violation for a covered smoke detector in a facility common area. Additionally, the chapter had a minor violation allowing men to enter the facility through an open first floor window with an opened security screen. The Committee is concerned about the accumulation of two facilities-related violations this year. However the committee commends the Chapter for making strides to learn from and develop meaningful relationships from these experiences, most notably with OFSA, Residential Services, and LUPD.
- The Chapter failed to meet the 90% Occupancy in the both the fall and spring semesters. The chapter needs to get to Occupancy by February 4th, 2016. Knowing the chapter has consistently struggled with Occupancy, the committee recommends Alpha Tau Omega consider a live-in clause for upper-class chapter members.
- Alpha Tau Omega has continued to make some upgrades to appliances for purposes of becoming more eco-friendly.

Chapter Development Question for 2015-16:

- **How can chapter leadership better work with Residential Services and their alumni corporation to better follow facilities related policies?**

In the area of **Facilities Management**, the Committee rated Alpha Tau Omega to be a **Bronze Chapter**.

Overall Rating

Overall, Alpha Tau Omega has been rated a Bronze chapter by the 2014-2015 Accreditation Committee.

Alpha Tau Omega has made great strides this academic year to improve the experience of their members, the impact the chapter has on the campus community, and existing and new relationships with stakeholders. The Committee recognizes these improvements and commends the chapter for their well-intended and good-natured efforts to take responsibility for the impact their chapter has internally and externally. Despite these efforts, Alpha Tau Omega continues to be held back by the short-sightedness of its members, and a lingering resistance to commit to cultural change. The Committee believes if the Chapter can maintain its positive momentum, the Chapter will finally be able to tip the scales to eradicate the remainder of these negative perceptions and actions, and move into a more stable place as a campus leader. The Committee acknowledges the positive relationships the Chapter has developed this year and strongly recommends they continue to foster and utilize these resources to ensure their success in the coming years.

The Accreditation committee assigns Alpha Tau Omega an overall rating of Bronze, which is considered a solid level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

- How can Alpha Tau Omega continue to grow and develop new or existing opportunities to facilitate learning and development around topics related to social issues for its membership?
- How can Alpha Tau Omega continue to formalize the process of understanding informal leadership and benefiting from each other's learning through individual leadership experiences?
- How can Alpha Tau Omega continue to develop opportunities to partner with campus organizations to share and spread awareness from their experiences and chapter-developed programs?
- How can the chapter continue to integrate the bLUeprint foundations into their operations?
- How can the chapter increase their strides to ensure a smaller ecological footprint as a result of sustainability-related improvements to the facility?

Best Practices

- The Chapter had a more successful recruitment period this year, and reflected on new connections to campus-wide opportunities as a meaningful way to interact and build relationships with Potential New Members. The Committee considers this connection of resources and engagement opportunities to recruitment practices to be a best practice.
- The Committee would like to commend the Chapter on their successful transition from FMA to OmegaFi, and on their continued efforts to be transparent in their Annual Dues structure with internal and external stakeholders. The Committee considers this a best practice, and encourages the Chapter to share their methods of communication and transparency with other organizations within the Greek community.
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