

PHI DELTA THETA

Accreditation Report

2014-2015

Intellectual Development

- Phi Delta Theta was ranked fourth out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.09231, a decrease of .16857 from the spring 2014 semester. The 3.09231 GPA placed the chapter above the All Fraternity average.
- Phi Delta Theta was ranked fifth out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.11704, an increase of .02473 from the fall 2014 semester. The 3.11704 GPA placed the chapter above the All Fraternity average.
- Phi Delta Theta's fall 2014 new member class GPA was 2.864 ranking sixth out of 11 Interfraternity Council Chapters. The new member class GPA was 2.779 for spring 2015 ranking 11th out of 17 Interfraternity Council Chapters.
- Phi Delta Theta had 26.5% of the chapter on the Dean's List in the fall 2014 semester and 29.6% on the Dean's List in the spring 2015 semester.
- Phi Delta Theta insists that members maintain a 3.0 GPA requirement to remain in good standing with the fraternity and requires all members falling below a 3.4 GPA participate in study hours. The Committee commends the chapter for championing high academic performance.
- Phi Delta Theta maintains two tailored levels of academic assistance to better meet the needs of its members earning between a 2.5 to 3.0 GPA. Members placed on assistance lose certain social privileges, meet regularly with the scholarship chairman, and submit progress reports indicating grade improvement. Those falling below a 2.5 GPA are placed on academic probation and failure to improve results in academic suspension.
- Phi Delta Theta launched a tutoring program and members with in-depth knowledge and understanding of course material provide services to others. The scholarship chairman worked with the Director of the Center for Academic Success to develop the program and train tutors. The Committee commends the chapter for utilizing its internal talent in addition to external resources for academic support and looks forward to the growth of this effort.
- Phi Delta Theta's Scholarship Committee coordinates weekly lessons, discussions, or mini workshops during the literary exercises portion of chapter meetings and recent topics have included theatrical stage fighting and a review of hip hop albums. The Committee considers this effort a best practice.
- Phi Delta Theta alumni have provided professional development seminars during chapter meetings and share advice or life skills relevant to the professional world. Recent topics have included writing with the PIE method and ethics in the workplace.
- The chapter is archiving test files digitally. The Committee recommends that the chapter work with Office of Student Conduct and Community Standards to ensure the integrity of this process. This is a repeat recommendation from the previous year.
- The chapter hosted a scholarship banquet at Hotel Bethlehem with Alpha Gamma Delta to recognize members' high academic achievement. Members earning Dean's List and most improved GPA are also invited to participate in a paintball outing.

- The chapter is growing its relationship with a number of campus resources, including the Center for Academic Success. The Committee commends the chapter for establishing successful relationships to further enhance the fraternity's success and also recommends that the chapter identify a faculty advisor to guide this effort.
- Phi Delta Theta plans to transform its newly awarded chapter facility into a centralized hub for academic success. The chapter plans to equip the facility with a private library to better manage tutoring programs and study hours among other ideas and the Committee looks forward to this vision coming to fruition.

Chapter Development Question for 2015-16:

- **How can Phi Delta Theta work with other chapters to create community-wide Intellectual Development opportunities?**

In the area of **Intellectual Development**, the Committee rated Phi Delta Theta to be a **Gold Chapter**.

Leadership Development

- Phi Delta Theta members are involved in a number of campus organizations, clubs, and honorary societies and more than a quarter of the membership also hold roles as Gryphons, Orientation Coordinators and Leaders, and club officers. The Committee commends members for their ability to adapt resources gathered from other areas and infuse them into the fraternity experience.
- The chapter had representation at the Inter/National headquarters-sponsored Presidential Leadership Conference, Kleberg Leadership Conference, and General Convention. The Committee encourages the chapter to continually take advantage of Inter/National headquarters-sponsored leadership experiences to explore Phi Delta Theta beyond campus.
- Phi Delta Theta's JJ O'Brien played a strong role in organizing the GO Greek event sponsored by the Office of Fraternity and Sorority Affairs. His vision for this event proved overwhelmingly successful and more than 550 first-year students attended.
- Phi Delta Theta holds open executive board meetings and the chapter president also hosts office hours and one-on-one meetings. Members are encouraged to share ideas and offer feedback during these opportunities. Both efforts have improved the overall dynamic within the chapter regarding communication and resolving issues. The Committee considers this a best practice.
- Phi Delta Theta heavily utilizes a committee structure to involve all members in the goal setting, planning, and execution of chapter operations. Committee chairs may also appoint committee members to lead initiatives or oversee large events. The Committee commends the chapter for its ability to evenly spread leadership opportunities across the membership.
- Phi Delta Theta also utilizes an Officer Council made up of non-executive officers to monitor work and ensure process. The Office Council serves as an additional think tank environment to generate ideas and gather feedback as well.
- Phi Delta Theta members participated in the second annual brotherhood camping retreat to set goals and further define the fraternity experience. The Committee is impressed by the chapter's effort to host an annual brotherhood retreat to continually review shared values and set direction.

- The Committee commends the chapter for having an immediate and long-term vision alongside a series of one-year, three-year, and five-year goals based upon the Chapter Greatness Checklist. The Committee finds these goals well developed and measurable.
- Phi Delta Theta has a comprehensive new member education plan designed to build group cohesion, connect new members to resources, and provide leadership exposure. The bLUeprint Five Foundations for Student Success are incorporated throughout the six week process. For example, the chapter partnered with Alpha Gamma Delta to host an event where new members created individual bLUeprints for their membership experience.
- Phi Delta Theta's new member education process includes a case study component where new members problem-solve, weigh decisions, and explore opportunities to lead impactful change. This component requires new members to apply knowledge and reinforce learning and recent case studies have centered upon risk management, financial management, and bystander behavior. The Committee considers this effort a best practice.
- Phi Delta Theta's leadership organized housing meetings to gather input from all members regarding the housing selection process as well as upcoming renovations, room selections, and house manager responsibilities in order to prepare for the fall opening of the new facility.

Chapter Development Question for 2015-16:

- **What additional opportunities exist for the chapter to gather feedback, measure effective practices, and develop a culture of assessment within the fraternity?**

In the area of **Leadership Development**, the Committee rated Phi Delta Theta to be a **Gold Chapter**.

Community Development

- Phi Delta Theta members approach involvement and volunteerism as an opportunity to harness power, resources, and networks to do good within the community. The chapter actively recognizes the difference between service and philanthropy and utilized literary exercises to educate members on the difference between the two concepts. The Committee considers this a best practice.
- Phi Delta Theta received the Giving Tree Award during the Community Service Office's Volunteer Recognition Banquet. The Committee commends the chapter for its continued involvement with the Community Service Office alongside participation with Spooktacular, Spring Fling, and Broughal Bowling.
- Phi Delta Theta established a new partnership with the Boys and Girls Club. Upon noticing a lack of sporting and recreational equipment, the chapter held a fundraiser to purchase such items for the youth program.
- The chapter organized "Strikeout ALS" in support of Phi Delta Theta's national philanthropy and donated proceeds to the ALS Association. This year's event was particularly successful given the momentum behind the ice bucket challenge.
- Phi Delta Theta raised \$3400 for Relay for Life and received the Fraternity Cup for highest fundraiser as a result.

- The chapter supports other organizations philanthropic efforts, including Zeta Tau Alpha's Color Run, Alpha Chi Omega's Dodgeball Tournament, and Kappa Alpha Theta's Kicks for Casa.
- Phi Delta Theta members have engaged with alumni through semi-annual newsletters, organized tailgates, golf outings, and holiday events.
- Phi Delta Theta maintains a newsletter and the chapter's distribution lists includes its Inter/National headquarters staff, alumni, and parents.
- Phi Delta Theta members maintain strong relationships with the Chapter Advisor Board and other alumni to accomplish goals and perform optimally. The Committee commends the chapter for its appreciation of alumni support as well as for members' ability to recognize and admire lifelong membership in action.
- Phi Delta Theta's Warden is responsible for holding members accountable for actions not congruent with the organization's values or bylaws. The position requires the Warden to work with brothers in a restoratively just manner and not punitively.
- Phi Delta Theta utilizes a duty points system and the chapter's warden assigns duty points to those members violating bylaws when necessary. Following concerns that the system was unfair, the chapter held open meetings to gather feedback and the duty points system is currently being amended as a result.
- Phi Delta Theta has a well-developed conduct process, complete with an appellate Pallas Committee. The chapter also continuously evaluates its bylaws and standing rules to accommodate for chapter growth.
- The Committee is concerned by the chapter's recent conduct history and recommends that the chapter significantly review its practices regarding alcohol and off-campus party management. The chapter was found responsible for Respect for Self after admitting to serving alcohol to underage students and was placed on Disciplinary Probation through August 2015 as a result. In another investigation, the chapter was implicated, but no action was taken.
- The Committee recommends that the chapter work with Dean Mulvihill to learn about the organization's closing from year's past history.

Chapter Development Question for 2015-16:

- **What opportunities exist for Phi Delta Theta to reflect upon and alleviate alcohol management concerns?**

In the area of **Community Development**, the Committee rated Phi Delta Theta to be a **Silver Chapter**.

Organizational Development

- The Committee believes there is a strong understanding of the core principles of friendship, sound learning, and moral rectitude among members. The chapter's well-defined and clearly articulated values have been instrumental to fraternity operations and cultivating a culture of commitment to building a solid and meaningful fraternity experience. Furthermore, the chapter's vision statement guides all fraternity activity and the Committee finds it evident that all members understand and embody this vision statement.

- The Committee commends the chapter for thoughtful reflection on organizational sustainability. Furthermore, the Committee recommends that the chapter continue to explore opportunities for efficiency as the organization moves forward.
- Phi Delta Theta conducts chapter meetings in a large round table format, allowing for everyone to be seen equally. The chapter also mandated that all meetings occur on-campus in academic buildings and not off-campus facilities.
- Phi Delta Theta's leadership complete weekly officer reports and distribute meeting agendas in advance so that members are prepared for meetings and discussion.
- Phi Delta Theta officers maintain detailed officer resource files to clearly outline duties alongside responsibilities, protocols, and recommendations. The Committee recommends that the chapter continually update these officer resource files so that they may be used as transition documents and considers this effort a best practice.
- Phi Delta Theta effectively utilizes a number of platforms to communicate and organize as well as to archive chapter documents. Phi Delta Theta utilizes a shared Google Drive to house officer reports, meeting minutes, officer resources, and more.
- Phi Delta Theta maintains a chapter website as well as a strong social media presence through Facebook, Twitter, LinkedIn, and Instagram. The chapter has well-developed strategies to reach its targeted audiences and also incorporates a branding/style guide to communicate easily recognizable messages.
- Phi Delta Theta made improvements to the dues collection process and yielded a 98% commitment to payment as a result. Payment plans are arranged for those with financial hardships.
- The chapter's year-round, values-center recruitment philosophy focuses on discovering greatness in others and recruits are encouraged to bring their values to impact the organization for good. The Committee is impressed by the chapter's recruitment efforts to draw men from across all four years of the campus experience.
- Phi Delta Theta provides meaningful brotherhood experiences for its members, including wing nights, movie nights, and paint ball excursions. There is a strong sense of camaraderie and brotherhood amongst members.
- Phi Delta Theta successfully transitioned into its role as a fully operational chapter. New challenges, including the addition of ritual and housing, have brought about increased responsibility and oversight and the Committee is confident that the chapter will continue to experience positive growth and trajectory.

Chapter Development Question for 2015-16:

- **How does Phi Delta work to create organizational support for facilities related challenges connected to having a new facility?**

In the area of **Organizational Development**, the Committee rated Phi Delta Theta to be a **Gold Chapter**.

Overall Rating

Overall, Phi Delta Theta has been rated a Silver chapter by the 2014-2015 Accreditation Committee.

Phi Delta Theta followed up their re-founding year with a very strong second year. The chapter continued to create strong partnerships, well thought out organizational foundations,

and creative ways to set themselves apart as a values-based organization. The Committee does have concern that the chapter creates positive habits in terms of alcohol and social event management. Oftentimes, newly-founded chapters holding firm on risk management and social event standards tend to slip after several years. Phi Delta Theta did have some incidents this year and the chapter must evaluate these incidents with urgency now. The Committee has no doubt that as the chapter moves into a new facility, this must be foremost on the list of chapter priorities.

The Accreditation committee assigns Phi Delta Theta an overall rating of Silver, which is considered a high level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

- How can Phi Delta Theta work with other chapter to create community-wide Intellectual Development opportunities?
- What additional opportunities exist for the chapter to gather feedback, measure effective practices, and develop a culture of assessment within the fraternity?
- What opportunities exist for Phi Delta Theta to reflect upon and alleviate alcohol management concerns?
- How does Phi Delta work to create organizational support for facilities related challenges connected to having a new facility?

Best Practices

- Phi Delta Theta's Scholarship Committee coordinates weekly lessons, discussions, or mini workshops during the literary exercises portion of chapter meetings and recent topics have included theatrical stage fighting and a review of hip hop albums. The Committee considers this effort a best practice.
- Phi Delta Theta holds open executive board meetings and the chapter president also hosts office hours and one-on-one meetings. Members are encouraged to share ideas and offer feedback during these opportunities. Both efforts have improved the overall dynamic within the chapter regarding communication and resolving issues. The Committee considers this a best practice.
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