

## THETA XI

### Accreditation Report

2014-2015

#### Intellectual Development

- Theta Xi was ranked ninth out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.05152, a decrease of .05587 from the spring 2014 semester. The 3.05152 GPA placed the chapter above the All Fraternity average.
- Theta Xi was ranked 13<sup>th</sup> out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 2.96804, a decrease of .08348 from the fall 2014 semester. The 2.96804 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi's spring 2015 new member class GPA was 2.623 ranking 15<sup>th</sup> out of 17 Interfraternity Council Chapters. The new member class does not look strong academically.
- Theta Xi had 15.2% of the chapter on the Dean's List in the fall 2014 semester and 10.9% on the Dean's List in the spring 2015 semester.
- Theta Xi incorporates bLUeprint Committees within their operations. The Committee commends the chapter for this practice and congratulates the members on redefining what creative curiosity means within the fraternity. The Committee also believes that much of the chapter's recent bLUeprint efforts would not have come to fruition without the involvement of the chapter's Accreditation liaison.
- The chapter created a new academic plan that is based on the fraternity's book, Quest, but this plan has not been implemented effectively. The Committee is greatly skeptical of the chapter's ability to foster an environment ripe with academic success.
- Theta Xi hopes to build a tutoring program based off of the success of Phi Delta Theta's program. The Committee supports this and recommends that the chapter work closely with Phi Delta Theta next year to implement.
- The chapter hosted a dinner with incoming Lehigh University President, Dr. John D. Simon.
- The Committee recognizes that some of the foundation has been laid for Intellectual Development via planning and improvements, but recommends that the chapter push forward with implementation next year and demonstrate more tangible outcomes.

#### Chapter Development Question for 2015-16:

- **How can Theta Xi demonstrate academic progress and intellectual growth in 2015-16 through scholastic programming and opportunities?**

In the area of **Intellectual Development**, the Committee rated Theta Xi to be a **Poor Chapter**.

#### Leadership Development

- The Chapter addressed last year's development question by participating in the following national and regional leadership opportunities: Newell District Leadership Academy, Rising Stars, President's Academy, and the 150<sup>th</sup> Annual Convention.

- The chapter was re-chartered in January of 2015 after an extensive process petitioning headquarters. The chapter worked closely with their alumni advisor, chapter services liaison and national leadership director to create their petition. This is a significant achievement for the chapter.
- The chapter updated and rewrote their by-laws for the first time in over 20 years. The chapter worked with their national chapter services liaison through a multi-day process to incorporate local chapter by-laws with national requirements. The new by-laws reflect the Eta chapter priorities as well as comply with national standards.
- The chapter produced a fall newsletter that was sent to alumni and hopes to continue that engagement on a semester basis.
- The chapter adjusted their officer terms in 2013-14, but unfortunately the transition was not successful. Drew Nielson stepped into the role of President effective fall 2014 and will serve through fall 2015. The committee has serious concerns about officer transitions within the chapter and does not see sustainable leadership being developed. While the written officer transition plan is thoughtful, there are many pieces still in flux that need to be solidified. The committee recommends this be a top priority for 2015-16 and to work formally with the Office of Student Leadership Development.
- The Committee recognizes that there are several young members who are excited to take on leadership roles within the chapter. However, the Committee challenges the chapter to consider how these younger leaders can gain buy-in from the chapter at large and continue to engage all members.
- Several times over the course of the year, Theta Xi related frustrations with the lack of involvement and assistance from senior members of the organization. This has also been a problem for the chapter for the better half of a decade. The Committee believes that if Theta Xi's rising seniors cannot show commitment to the needs of the chapter, it will be a strong indicator of the inability of the organization to move in a positive direction.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter use the Officer Transition plan and other resources to build a stronger leadership pipeline?**

In the area of **Leadership Development**, the Committee rated Theta Xi to be a **Poor Chapter**.

#### **Community Development**

- Theta Xi utilized their collaborative connections Committee to focus on service and philanthropy this year. The chapter successfully raised approximately \$350 for their national philanthropy, Habitat for Humanity, through a polar plunge event.
- Theta Xi's national philanthropy organizations, Habitat for Humanity and Multiple Sclerosis, have local chapters in Bethlehem that have been challenging to collaborate with. The chapter worked with the Community Service Office to find alternative opportunities for service, including Adopt-a-Family, Spooktacular, Homework clubs, and Holiday Hope Chest.
- The chapter hosted a basketball clinic at the Newman Center for middle school students. This was an incredibly positive experience for the members that

participated and they hope to continue the event in the future as an on-going signature event. The Committee commends the chapter on this new initiative.

- Theta Xi member, Aaron Monieson, received one of the Community Service Office's Branch Out awards for his work on the basketball clinic. The Branch Out Award is given to those individuals that have outstretched support beyond their various entities or circles of influence to help accomplish the crucial needs of the office.
- The Committee acknowledges that the chapter faced many challenges during the spring semester including a hazing investigation, interim suspension, and member accountability within the facility. The Committee hopes that members accept these as learning experiences and will put measures in place to avoid similar issues in the future.
- The chapter was placed on Differed Dissolution through the spring 2016 semester, and additional Disciplinary Probation for doing over \$7000 worth of damage at the hotel where Theta Xi hosted their spring formal. Additionally, the chapter falsified their student group status to the hotel. The Committee feels that after the support that Theta Xi has received from their alumni, Inter/National Headquarters and Lehigh University, this is inexcusable. The chapter has been through re-chartering since being placed on Differed Dissolution two years ago, and the Committee has no choice but to question the accountability of the organization, outside of several leaders.
- The chapter attempted to incorporate a standards board this year. The Committee is pleased to see measures of accountability manifesting, but encourages the chapter to continue refinement including adding proactive standards to address cultural issues within the chapter. Though the group presented about a functioning standards board, it was evident throughout University conduct processes that the organization's standards board did not follow through on claims and accountability efforts.

#### **Chapter Development Question for 2015-16:**

- **How can Theta Xi enact a fully functioning standards board to foster a sense of accountability across the membership?**

In the area of **Community Development**, the Committee rated Theta Xi to be a **Unacceptable Chapter**.

#### **Organizational Development**

- Theta Xi has worked to improve their organizational development over the past year by working closely with their Staff Advisor/Accreditation liaison. She introduced them to the Golden Circle concept, which they used well in their Accreditation presentation this year. The chapter hopes to build momentum around this concept to push boundaries and create lasting change.
- The chapter continues to use bLUeprint throughout their operations and has utilized the values alignment chart well. The Committee believes their use of bLUeprint Committees as an Accreditation tool has the potential to become a best practice.
- The Committee commends the chapter on creating action plans to address the 2013-2014 chapter development questions within each bLUeprint Committee.

- The chapter's written officer transition plan is certainly an accomplishment, but the Committee wants to emphasize the importance of execution. It is vital to develop this plan further and implement this plan carefully in the fall 2015 semester.
- The chapter addressed standards violations with individual financial penalties that directly benefited their philanthropic organizations. The Committee is skeptical of this claim based upon recent conduct investigations.

**Chapter Development Question for 2015-16:**

- **How can the chapter leadership and Standards Board use the Values Alignment chart to educate members about individual and community responsibility?**

In the area of **Organizational Development**, the Committee rated Theta Xi to be a **Bronze Chapter**.

**Facilities Management**

- Theta Xi's common damages for 2014-15 was \$715.52.
- The chapter had zero Life Safety violations in 2014-15.
- The chapter addressed the 2014-15 development question by completing a waste audit, purchasing reusable mugs, cups and bowls, and using new trashcans and recycle bins. The Committee is pleased with the growth in the area of sustainability.
- The chapter encountered some issues with respect for the facility from a handful of members. The fire alarm was set off two separate times due to vandalism within the house. The chapter handled judicial action internally and no conduct charges were filed. The individual members were held accountable and paid for the damages and cleaning.
- Theta Xi did not meet the occupancy requirement in fall 2014 or spring 2015 at 80% and 73% respectively. This marks the first and second consecutive failure to meet the 90% occupancy requirement with a projected facility loss date of February 4, 2016. The chapter is planning to recruit a fall new member class which would hopefully address the occupancy issue for spring 2016.
- The Committee is disappointed in the lack of community responsibility taken in regards to the various investigations during spring 2015. It is recommended that the chapter evaluate the culture of accountability and how to communicate the importance of self-governance to future house residents.

**Chapter Development Question for 2015-16:**

- **How can the chapter create and implement a long-term recruitment strategy to address on-going occupancy issues?**

In the area of **Facilities Management**, the Committee rated Theta Xi to be a **Poor Chapter**.

**Overall Rating**

**Overall, Theta Xi has been rated a Poor chapter by the 2014-2015 Accreditation Committee.**

The Committee has reached a point of frustration with the inconsistency displayed by Theta Xi. While several younger leaders show the hard work and dedication needed to be successful, in general, the organization shows no real evidence that the lessons learned from the reorganization and re-chartering of the chapter have taken lasting effect. Being in conduct and occupancy jeopardy so soon after having similar experiences is a sign to the Committee that the advice and resources being put into Theta Xi by the alumni and national organization as well as the Office of Fraternity and Sorority Affairs are not being taken seriously by the majority of the organization. The chapter has one year to show that this is not the case.

**The Accreditation Committee assigns Theta Xi an overall rating of Poor. As a result of being a poor chapter, Theta Xi must meet in its entirety with their assigned Assistant Director of Fraternity and Sorority Affairs and Alumni Advisor monthly to work towards improvement. A chapter that receives a rating of poor for two consecutive years loses recognition.**

#### **Chapter Development Questions**

- How can Theta Xi demonstrate academic progress and intellectual growth in 2015-16 through scholastic programming and opportunities?
- How can the chapter use the Officer Transition plan and other resources to build a stronger leadership pipeline?
- How can Theta Xi enact a fully functioning standards board to foster a sense of accountability across the membership?
- How can the chapter leadership and Standards Board use the Values Alignment chart to educate members about individual and community responsibility?
- How can the chapter create and implement a long-term recruitment strategy to address on-going occupancy issues?