

ALPHA TAU OMEGA

Accreditation Report

2015-2016

Intellectual Development

- Alpha Tau Omega was ranked eighth out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.07714, a decrease of .14786 from the spring 2015 semester. The 3.07714 GPA placed the chapter above the All Fraternity average.
- Alpha Tau Omega was ranked 13th out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 2.9483, a decrease of .12884 from the fall 2015 semester. The 2.9483 GPA placed the chapter below the All Fraternity and All Greek average.
- Alpha Tau Omega's spring 2016 new member class GPA was 2.688 ranking 12th out of 17 Interfraternity Council Chapters.
- Alpha Tau Omega had 9.3% of the chapter on the Dean's List in the fall 2015 semester and 20.4% on the Dean's List in the spring 2016 semester.
- Alpha Tau Omega has maintained a satisfactory chapter GPA continuing efforts to support academic achievement despite previous years of lower standards for academic accountability. Last summer, the chapter was recognized with the ATO National award for Excellence in Scholarship.
- Alpha Tau Omega continued to host their annual Career Day event, which has become a cornerstone program for the chapter. Several alumni attend and provide insight and feedback for members regarding internships, career paths, etc. This year the chapter delayed the program until the spring semester so first-year new members could attend and benefit prior to their sophomore year. The event is additionally connected to ATO values and bLUeprint foundations for development and reflection. The Committee commends the chapter on their intentional efforts to create such a great event that draws connection between intellectual development and professional growth and success.
- Alpha Tau Omega offers several resume-building workshops throughout the year, providing younger members to learn from others' experiences while offering opportunities for older members to deepen their learning via mentorship.
- The chapter continues to utilize their faculty advisor Dr. Nandkumar Nayar as both an academic success coach and professional development mentor. Members are able to seek his advice, support, and general knowledge many times throughout the year, in both formal and informal settings organized by the chapter and Dr. Nayar.
- Alpha Tau Omega connected multiple points of engagement for members as opportunities for Intellectual Development and reflection. Examples included their continued work with the Office of Gender Violence Education and Support, attendance at a Greek Allies-sponsored Courageous Conversation, and an increased commitment to mass attendance as a brotherhood.

Chapter Development Question for 2016-17:

- **How can Alpha Tau Omega build in proactive supports for members to ensure they can be engaged on campus while succeeding in the classroom?**

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

Leadership Development

- Alpha Tau Omega increased commitment to attending both regional and national leadership programs offered by their international organization this year. All participants of these programs are encouraged and expected to bring learning back to share with the chapter, and many new and improved practices were implemented this year because of these experiences.
- The chapter sent 100% of their new members to the Alpha Tau Omega's regional Emerging Leaders Conference. The Committee considers this total engagement to be a best practice.
- Alpha Tau Omega involved many younger members in the executive and organizational management of the chapter this year. The chapter was intentional in selecting which positions should be held by younger members, to ensure ongoing development as members progress through executive board positions over several years. The Committee commends the chapter on this re-structuring effort, and applauds the success the chapter found in terms of delegation of responsibility and increased efficiency.
- The Chapter supports member participation in the LeaderShape Institute, IFC's Brotherhood Recruitment Officer Program, the Gryphon Society, and involvement as members on the University Committee of Discipline.
- 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 re-educated their sophomore class in the fall semester, in response to last year's conduct sanctions. The chapter worked closely with Lehigh and ATO advisors to ensure they were meeting and exceeding the standards of the True Merit Character program. It is evident this had a positive impact on the chapter, and the Committee expects this commitment to national standards for new member education will continue.
- Alpha Tau Omega is now utilizing the True Merit Character program for members of all class years. The chapter sees membership development as a 4-year commitment, not just a 6-week commitment as a new member.
- The Committee is impressed with the true leadership showcased by the men of Alpha Tau Omega this past year and recommends the chapter build internal structures for documenting and recording these efforts, to ensure they continue for years to come.

Chapter Development Question for 2016-17:

- **How can Alpha Tau Omega ensure their renewed commitment to developing future leaders continues to operate at a Gold-standard level for years to come?**

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

Community Development

- Alpha Tau Omega continued their involvement with the Office of Gender Violence Education and Support (GVES) as co-presenters of the “Off the Hook” program for first-year students during orientation. Additionally, the chapter supported other Break the Silence events, and engaged with the office’s sLUtwalk event. The Committee considers this ongoing and deepening connection to be a best practice, and commends the chapter for going beyond a “one and done” effort.
- Alpha Tau Omega’s continued engagement with GVES events makes a huge impact in many areas, including membership education and campus perception and engagement with gender violence issues. The impact is even felt in the chapter’s recruitment efforts, and lends itself to engaging men from a values-based perspective and goes beyond purely social recruitment efforts.
- Alpha Tau Omega eliminated their “Bash for Cash” event this year, and opted instead to work with Lehigh’s Best Buddies for ongoing philanthropy initiatives. The chapter engaged with the organization and the local Buddies on several occasions, including their new signature event called “Best Buddies Bash.” The event was held in partnership with Gamma Phi Beta, and raised over \$1100 philanthropy dollars to support the local organization.
- Alpha Tau Omega hosted its annual registered party in partnership with members of Alpha Phi Alpha Fraternity, Inc. The chapter did so to break down social barriers, promote inclusivity, and build meaningful relationships in a way that can be done differently in social settings than in program settings. The Committee considers the intentional efforts to be inclusive in all areas of engagement, including social settings, to be a best practice.
- Alpha Tau Omega participated in and supported numerous programs hosted by the Greek and campus community, including Dance Marathon, Relay for Life, Habitat for Humanity’s Polar Plunge, Toys for Tots, etc.
- The chapter implemented a new Judicial Board process that is completely in-line with recommendations from their international organization. This includes being proactive, not just reactive, and using the Board as an opportunity for support and challenge beyond the usual punitive engagement. The Committee commends the chapter on this new process.

Chapter Development Question for 2016-17:

- **How can Alpha Tau Omega continue to build upon their new signature event and relationship with Best Buddies to create increased opportunity for service and philanthropic support?**

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

Organizational Development

- Alpha Tau Omega continues to deepen relationships with their advising supports, including their Leadership Consultant, Assistant Director of OFSA, and Faculty Advisor. The Committee commends this chapter on their commitment to these relationships.

- Alpha Tau Omega performs SWOT (Strengths, Weaknesses, Opportunities, and Threats) analyses every semester, and uses the results to inform their goal-setting and strategic planning each semester. The chapter reflected on the long-term development when comparing SWOT analysis results from 2 years ago, with this year's analysis.
- The chapter sought innovative ways to increase senior involvement, and found success in renovating a space of their facility called "The Lounge." Seniors and other members can now be found spending time together in this space due to its inviting and comfortable nature.
- Alpha Tau Omega implemented the STUDS recruitment philosophy this year, and paid particular attention to the "D" (Doing/Done) when engaging with potential new members. As a result, the new member class is more diverse than ever and members are already actively engaged as campus leaders. The Committee considers this to be a best practice.
- Alpha Tau Omega continued to re-focus their ritual practices to be more in line with the international fraternity's procedures. The chapter performed an initiation ceremony with all appropriate ritual materials for the first time in over a decade.
- Alpha Tau Omega developed an exceptionally positive relationship with the Office of Residential Services and the chapter's House Manager, Ryan Kautz, was named House Manager of the Year.
- Alpha Tau Omega had no life safety or common area violations.

Chapter Development Question for 2016-17:

- **How can Alpha Tau Omega garner greater alumni buy-in, support, and engagement with regard to the chapter's new direction?**

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

Overall Rating

Overall, Alpha Tau Omega has been rated a Gold chapter by the 2015-2016 Accreditation Committee.

Alpha Tau Omega has made tremendous efforts to completely turn-around the chapter's culture and engagement within the Lehigh community and beyond. The Committee is blown away at their progress and the earnest reflections members provided from their experiences this year. The Committee recognizes and applauds the chapter on the immense amount of work that was necessary to create these changes, and encourages the chapter to develop structural mechanisms to ensure the chapter does not slip backwards in a few years after the current membership has graduated. The Committee recommends the chapter spend next year finding ways to sustain their efforts, and continue to do the amazing work they are doing without burning out. Good job this year!

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

Chapter Development Questions

- How can Alpha Tau Omega build in proactive supports for members to ensure they can be engaged on campus while succeeding in the classroom?
- How can Alpha Tau Omega ensure their renewed commitment to developing future leaders continues to operate at a Gold-standard level for years to come?
- How can Alpha Tau Omega continue to build upon their new Signature Event and relationship with Best Buddies to create increased opportunity for service and philanthropic support?
- How can Alpha Tau Omega garner greater alumni buy-in, support, and engagement with regard to the chapter's new direction?

Best Practices

- The chapter sent 100% of their new members to the Alpha Tau Omega's regional Emerging Leaders Conference. The Committee considers this total engagement to be a best practice.
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