

PHI DELTA THETA

Accreditation Report

2015-2016

Intellectual Development

- Phi Delta Theta was ranked ninth out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.0693, a decrease of .04774 from the spring 2015 semester. The 3.0693 GPA placed the chapter above the All Fraternity average.
- Phi Delta Theta was ranked third out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.17446, an increase of .10516 from the fall 2015 semester. The 3.17446 GPA placed the chapter above the All Fraternity average.
- Phi Delta Theta's fall 2015 new member class GPA was 2.742 ranking seventh out of 12 Interfraternity Council Chapters. The new member class GPA was 3.342 for spring 2016 ranking first out of 17 Interfraternity Council Chapters.
- Phi Delta Theta had 18.3% of the chapter on the Dean's List in the fall 2015 semester and 22.7% on the Dean's List in the spring 2016 semester.
- Phi Delta Theta's Scholarship Committee is responsible for overseeing the chapter's Scholarship Program, which consists of three major components: study hours, tutoring, and individual attention.
- Phi Delta Theta consulted with the Director of the Center for Academic Success to develop the Scholarship Program, and specifically to develop the tutoring portion of the program. The program includes training for tutors so they are skilled and knowledgeable tutors, and are prepared to coach and teach students who are struggling academically, rather than do the work for them. The Committee considers this to be a best practice.
- Phi Delta Theta maintains a digital test file system for member use. The chapter contacted every faculty member who had materials represented within the files, and either garnered their approval to maintain the files or disposed of the file if the professor did not grant approval.
- The Committee commends Phi Delta Theta for promoting academic success with its new members. Specifically, the chapter provides resources so new members can accommodate the new member education program within the academic priorities, rather than the other way around.
- Phi Delta Theta recognizes academic accomplishments through a variety of means, including literary exercises during chapter meetings, professional development seminars, brotherhood activities, and scholarship dinners.
- Phi Delta Theta made efforts to include other Greek organizations in their tutoring program, but weak attendance caused the chapter to reflect and determine that it may be better to involve the community in Intellectual Development events, rather than through the tutoring program.
- Phi Delta Theta promotes individual development of skills that are necessary to succeed in the classroom, especially related to organization and planning. For example, the use of an electronic "Weekly Planner" allows members to plan ahead and break down steps for completing major assignments. In addition, this allows tutors to better understand the needs of individual brothers, which shifts the use of study hours from quantity to quality.

- 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.
- Phi Delta Theta does not have a faculty advisor, and the Committee urges the chapter to identify one soon.
- Phi Delta Theta partnered with Alpha Gamma Delta again for their annual scholarship banquet in the spring semester. The banquet is both an evening of recognition for academic achievement, as well as a time to network and bond with faculty outside of the classroom.
- Phi Delta Theta made plans to transform its new residential facility into a centralized hub for academic success. The chapter followed through on plans to designate appropriate space for study hours, tutoring, and even group projects. The facility's conference room is a great example of the benefits a facility can provide for a living community.

Chapter Development Question for 2016-17:

- **How can Phi Delta Theta craft a new approach and find ways to 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

- The chapter supports members' attendance at local and national leadership development opportunities such as the Northeast Greek Leadership Association's Annual Conference, Phi Delta Theta's General Convention, Phi Delta Theta's Kleberg Leadership Conference, and Phi Delta Theta's President's Leadership Conference.
- Phi Delta Theta is represented in Greek organizations which promote leadership such as the Greek EMerging Leaders program, IFC's Brotherhood Recruitment Office program, and the Greek Allies organization.
- Phi Delta Theta encourages its members to be involved as role models and leaders on campus. Members are represented in organizations such as the Gryphon Society, Orientation, University Productions, and Engineers without Borders.
- Phi Delta Theta's third annual brotherhood retreat focused on recruitment and reasons for joining the chapter, in addition to the usual goal-setting and preparation for the upcoming year.
- Phi Delta Theta continues to utilize its Officer Council monitor ongoing chapter operations and goal-attainment. The Officer Council serves as an additional think tank environment to generate ideas and gather feedback as well.
- Phi Delta Theta continues to incorporate case studies into its well-developed Phikeia Education Plan this year. Case studies include issues related to risk management, apathy and motivation, and the bystander effect. The Committee has and still considers this to be a best practice.
- Phi Delta Theta continues to offer unique and engaging experiences which promote brotherhood on a regular basis. Events include dinners, movie nights, paintball outings, and camping retreats.

Chapter Development Question for 2016-17:

- **How can Phi Delta Theta continue to foster the same sense of commitment to individual and group leadership and followership that brought the founding brothers together, even after they have graduated?**

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

Community Development

- Phi Delta Theta recognizes the difference between service and philanthropy and elects two chairmen responsible for these areas of focus each year. These two individuals oversee a joint committee, due to the nature of their intertwined missions. This structure is one that ensures unique outcomes, yet integrated efforts from those who hold similar passions for giving of themselves and encouraging others to do the same for the community.
- Phi Delta Theta has additionally found ways to integrate both service and philanthropy in their events, without compromising the intention behind both aspects. The Southside Service Week is a perfect example, as a predominantly philanthropic endeavor with proceeds supporting the organization through which many brothers give service to on a weekly basis. The Committee is impressed by the chapter's innovative approaches to service and philanthropy, and considers this a best practice.
- Phi Delta Theta has built a strong relationship and partnership with the Community Service Office, and the Committee commends them for this ongoing effort. This effort can be seen in the members' ongoing service and presence at CSO events such as Spooktacular, Spring Fling, Broughal Bowling, blood drives, and many other events throughout the year.
- The chapter also supports other philanthropic efforts hosted by peer organizations, such as Alpha Phi's Phiesta Bowl and Kappa Alpha Theta's Candyland for CASA.
- Phi Delta Theta continues to maintain strong relationships with their alumni through interactions with the Chapter Advisory Board and regular alumni events such as tailgates and holiday events.
- Phi Delta Theta boasts a fully-developed system in place to hold its members accountable for their actions, ensuring all members represent the chapter with the best of intentions and outcomes. The Warden is the primary responder to membership conduct, with a committee in place to respond to appeals of the Warden's decisions.
- Phi Delta Theta continues to utilize a duty points system with points assigned from the Warden whenever appropriate based on violations of the chapter's bylaws.

Chapter Development Question for 2016-17:

- **How can Phi Delta Theta develop meaningful relationships with alumni who have not recently graduated and engage them in ongoing opportunities with the chapter?**

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

Organizational Development

- Phi Delta Theta has made effective use of their facility this year, from renovating the downstairs storage room into a state-of-the-art conference room, to transforming a broom closet into an executive office. These space-usage decisions are not only effective and responsible, they have proven useful as president office hours have become much more utilized than previous years. The Committee considers this to be a best practice.
- Phi Delta Theta adopted a new approach this year in oversight of officer positions and responsibilities, aiming to allow for autonomy and trust in individual responsibility rather than micro-management. Thus far, the approach has proved useful in both areas of organizational management and leadership development.
- Phi Delta Theta officers maintain detailed officer resource files to clearly outline duties alongside responsibilities, protocols, and recommendations. Per the Committee's recommendation, the chapter has committed to making appropriate revisions as needed and at least on an annual basis. The Committee commends the chapter for heeding their advice, and hopes they will continue this practice for many years to come.
- Phi Delta Theta restructured their organizational chart, moving the Risk Manager above the Recruitment, Social, and Phikeia Education Chairs in hierarchy. These three positions (and subsequent chairs and committees) therefore needed to run event plans and decisions past the Risk Manager for final approval, which was a positive move considering the inherent risk associated with these positions' areas of influence.
- Phi Delta Theta's leadership continued to complete weekly officer reports this year, and distributed meeting agendas in advance so that members were prepared for meetings and discussion.
- Phi Delta Theta promotes involvement from the entire chapter by encouraging feedback from all members through president office hours and suggestion boxes. Members are starting to use these mechanisms even more now that they live in the facility and these mechanisms are more easily accessible.
- Phi Delta Theta utilized technology in apropos ways to allow for all members to contribute to certain tasks and discussions. For example, the accreditation report was drafted in a Google Doc so all members could comment as they saw fit, and ensure their voices were heard through the process.
- Phi Delta Theta includes alumni advisors in their organizational processes; alumni attend transition retreats as well as set up a rotation for chapter meetings so that at least one advisor is present at every weekly meeting. The Committee recognizes that though this may be a decision made by the alumni, the chapter is fully supportive of this practice and deserves commendation for engaging with alumni in this ongoing manner.
- Phi Delta Theta accomplished 10 of its 12 goals for the 2015-2016 academic year, at the time of submitting their accreditation report. They are also currently well on their way to achieving several of their long-term goals.
- Phi Delta Theta had one minor life safety violation.
- Phi Delta Theta's common damages for year were \$529.00.

Chapter Development Question for 2016-17:

- **How does Phi Delta Theta put in place policies, procedures, and/or guidelines for facilities management and protocol to ensure future members fully understand and appreciate the responsibilities of the residential facility?**

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

Overall Rating

Overall, Phi Delta Theta has been rated a Silver chapter by the 2015-2016 Accreditation Committee.

Phi Delta Theta had a successful year, especially in terms of solidifying some recently developed or re-developed organizational practices and their continued commitment to service and philanthropy efforts. The chapter struggled at times to fully grasp the responsibilities for facility management, but the Committee is confident the chapter has learned a lot from their missteps and with the integration of policies and guidelines there will be fewer issues in the future. The Committee is impressed that the chapter continues to strive for excellence in all their endeavors. The chapter has shown it is committed to act with integrity and intentionality, and the Committee is excited to see what the next year holds for the organization.

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 craft a new approach and find ways to with other chapters to create community-wide Intellectual Development opportunities?
- How can Phi Delta Theta continue to foster the same sense of commitment to individual and group leadership and followership that brought the founding brothers together, even after they have graduated?
- How can Phi Delta Theta develop meaningful relationships with alumni who have not recently graduated, and engage them in ongoing opportunities with the chapter?
- How does Phi Delta Theta put in place policies, procedures, and/or guidelines for facilities management and protocol to ensure future members fully understand and appreciate the responsibilities of the residential facility?

Best Practices

- Phi Delta Theta consulted with the Director of the Center for Academic Success to develop the Scholarship Program, and specifically to develop the tutoring portion of the program. The program includes training for tutors so they are skilled and knowledgeable tutors, and are prepared to coach and teach students who are struggling academically, rather than do the work for them. The Committee considers this to be a best practice.
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