

## PHI KAPPA THETA

### Accreditation Report

2015-2016

#### Intellectual Development

- Phi Kappa Theta was ranked 11<sup>th</sup> out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 2.98325, an increase of .04593 from the spring 2015 semester. The 2.98325 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta was ranked 16<sup>th</sup> out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 2.81404, a decrease of .16921 from the fall 2015 semester. The 2.81404 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta spring 2016 new member class GPA was 2.677 ranking 13<sup>th</sup> out of 17 Interfraternity Council Chapters.
- Phi Kappa Theta had 20% of the chapter on the Dean's List in the fall 2015 semester and 15.4% on the Dean's List in the spring 2016 semester.
- Phi Kappa Theta has a well-articulated academic plan. Key components focus on meeting individual members' needs; connecting members to academic resources; and offering incentives for improved academic performance. The Committee recommends the chapter consider how to sustain recent improvements and promote high academic achievement across all classes.
- Phi Kappa Theta installed a New Member Academic Chair to work closely with the chapter's Academic Chair and address poor academic performance across the new member class. The chapter also uses the academic big/little program.
- The Committee commends Phi Kappa Theta for improving the academic culture within the chapter and developing a renewed relationship with the Center for Academic Success. Members participated in workshops addressing study skills, time management, and test anxiety.
- The Committee recommends that the chapter continue to pay attention to Intellectual Development beyond academic performance while also further incorporating discussion and reflection. Continuing to host weekly chapter discussions is a good start.
- The chapter continued the Phi Kap Spanish Club to coincide with the Dominican Republic trip so that attendees could more easily navigate language barriers when completing service. The group also discussed cultural sensitivity and appropriation.
- Phi Kappa Theta's professional development chair partnered with the Center for Career Services and Professional Development to host a résumé workshop. On occasion, alumni also served as guests speakers sharing career advice and highlighting career opportunities.
- Phi Kappa Theta hosted Diversity Week, and members attended Discover China, Global Jihad, and other humanities-related programs and events across campus. Promoting a culture of inclusion is taking root as a foundational value; however, the Committee finds that the chapter lacks a deep understanding of diversity and should further consider how to operationalize and practice concepts of diversity and inclusion.

#### **Chapter Development Question for 2016-17:**

- **How can Phi Kappa Theta further incorporate reflection opportunities in this area?**

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

#### **Leadership Development**

- Phi Kappa Theta's inter/national organization promotes servant leadership, and members are able to articulate a general understanding of this leadership philosophy. There seems to be a gap, however, in applying theory to practice. The Committee recommends that the chapter work with the Community Service Office or the Office of Student Leadership Development to further consider how best to apply and actualize servant leadership concepts. This has the potential to become a best practice.
- Phi Kappa Theta hosted the inter/national headquarters annual Northeast Regional Leadership Conference and more than a dozen members attended.
- Phi Kappa Theta worked with its inter/national headquarters to organize a Quo Vadis retreat where members connected with headquarters representatives while also setting the tone for the upcoming year.
- The chapter continues to engage all members via Team Phi Kap. The membership is divided into four teams and each team is responsible for organizing 10 programs or events. The Committee appreciates this total chapter effort, and recommends that the chapter consider intentionality and focus on fewer events with deeper meaning.
- Phi Kappa Theta had a member serve on the Interfraternity Council Executive Board as Secretary.
- Phi Kappa Theta has maintained involvement with Greek Allies. Two members participated in safe zone training, and offer their residences in the chapter facility as safe zones where all people can feel safe, welcomed, and included. The Committee recommends that the chapter broaden this effort.
- Phi Kappa Theta has strengthened its relationship with the Pride Center and the Pride Center's Director Chelsea Fullerton. The Committee believes the chapter's leadership value this partnership and connection, but are uncertain that this translates across the larger membership.

#### **Chapter Development Question for 2016-17:**

- **How do you incorporate servant leadership into practice as a chapter, rather than just talking about it? How can the culture of servant leadership be manifested in your actions?**

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

#### **Community Development**

- The chapter hosted the annual Mustachio Bashhio during Movember and proceeds benefitted testicular cancer research. The Committee commends the chapter for educating others on men's health and growing this signature event.
- Phi Kappa Theta raised \$1700 so that members could volunteer in the Dominican Republic during an annual service trip. Previously, there were concerns regarding the oversight and transparency surrounding this experience, and the chapter worked with the Community Service Office to review intended outcomes and ensure a meaningful global service experience for participants. The Committee recommends that the chapter prepare for this event well in advance and further integrate critical reflection so that participants gain from this experience in a deeper critical way.
- Phi Kappa Theta prepares dinner on a bi-weekly basis to support the Community Service Office's homework clubs.
- The Committee recognizes that the chapter has focused heavily on strengthening connections with others across the Lehigh community and have done so by hosting a number of events and programs. Certainly, this is commendable; however, the Committee recommends the chapter focus on a few things and do them well, rather than doing a number of less impactful things.
- Phi Kappa Theta continues to progress through the Four Year Plan of Service, and the Committee recommends that the chapter further put this plan into action. The Committee considers this plan a best practice, specifically for its connections to the CSO's Five Critical Elements of Community Service. Furthermore, the Committee recommends that the chapter continually provide reflection opportunities around all service experiences.
- The chapter works closely with the McGarvey alumni board. The latest effort involves pairing each officer with a board member to provide mentorship and coaching.
- Phi Kappa Theta was placed on Disciplinary Deferred Dissolution in the fall semester through March 2016. The chapter took responsibility for Respect for Community following an incident where LUPD witnessed a group of men carrying an incoherent and heavily intoxicated female to a parked car. Phi Kappa Theta is beginning to explore bystander intervention concepts, and the Committee recommends that the chapter work with the Health Advancement and Prevention Strategies Office to provide members with additional skills and education.
- Phi Kappa Theta received a Disciplinary Warning in the spring semester. The chapter was found responsible for Respect for Community—Incomplete Sanctions and Respect for Community—Failure to Comply after a number of violations were discovered during room inspections. The chapter conducted an internal investigation and found two members in violation of sanctions, and the Committee commends the chapter for utilizing its standards board to hold members accountable.
- Phi Kappa Theta was placed on suspension by the inter/national headquarters following a complaint alleging hazing. The Committee strongly believes Phi Kappa Theta still has a lot of work to do with regards to its conduct record. The Committee recommends the chapter continue to develop their standards board and think more proactively about the impact of members' actions. While the Committee believes the chapter is doing a lot of positive work within the community, the Committee is still concerned about antiquated practices that could hold the chapter back from true success.

#### **Chapter Development Question for 2016-17:**

- **How does Phi Kappa Theta put its service plan into action and better showcase to others across that community that this is a component of the fraternity experience?**

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

#### **Organizational Development**

- The Committee acknowledges that the chapter set out to strengthen relationships with its inter/national headquarters; however, the Committee believes that there remains room for improvement. The Committee recommends that the chapter establish strong partnerships and seek out additional resources and support mechanisms to bolster chapter operations.
- Phi Kappa Theta readily took advantage of resources to strengthen its standard board. The Committee commends the chapter for setting clear expectations of members and outlining consequences for choices in conflict with organizational values. Additionally, the chapter requires each member to sign a brotherhood contract and those failing to abide by the contract jeopardize their membership and associated privileges. The Committee commends the chapter for its recent efforts to promote a culture accountability and considers this a best practice.
- The chapter maintains a system of positive rewards and punitive demerits. The Committee recommends that the chapter further consider how to use incentives to further recognize members' positive contributions.
- The Committee acknowledges that certain members possess a strong understanding and knowledge organizational history. The Committee recommends that the chapter work to effectively capture and translate this knowledge and understanding down to others through an effective transition process in order to sustain momentum and positive change.
- The Committee looks forward to the chapter maintaining momentum, especially as it relates to the atmosphere within the chapter facility; however, there is some concern that the chapter may regress now that the chapter facility is no longer dry. The Committee recommends that the chapter consider how best to reintroduce alcohol while avoiding stagnation or regression.
- Phi Kappa Theta met Occupancy requirements without issue.
- Phi Kappa Theta passed all life safety inspections and fire drills without issue. The chapter also managed openings and closings well.
- Phi Kappa Theta's common damages for the year were \$430.00.

#### **Chapter Development Question for 2016-17:**

- **What opportunities exist for Phi Kappa Theta to incorporate Bystander Intervention practices as a part of membership expectations?**

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

## Overall Rating

**Overall, Phi Kappa Theta has been rated a Bronze chapter by the 2015-2016 Accreditation Committee.**

Rebounding for a series of damaging incidents, Phi Kappa Theta set out to radically overhaul chapter culture and the catalyst for change centered on not repeating previous years' mistakes. The chapter promoted a culture of brotherhood accountability; improved new policies and practices; and built connections with others across the campus community. The Committee acknowledges the hard work put forth by chapter leadership and believes that Phi Kappa Theta is implementing positive and lasting practices. Regardless, poor academic performance, conduct incidents, and a surface-level understanding across the general membership continue to detract from the chapter's recent improvements and momentum. Maintaining momentum and addressing lingering concerns will be critical to Phi Kappa Theta's success in the coming year.

**The Accreditation committee assigns Phi Kappa Theta 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 Phi Kappa Theta further incorporate reflection opportunities in this area?
- How do you incorporate servant leadership into practice as a chapter, rather than just talking about it? How can the culture of servant leadership be manifested in your actions?
- How does Phi Kappa Theta put its service plan into action and better showcase to others across that community that this is a component of the fraternity experience?
- What opportunities exist for Phi Kappa Theta to incorporate Bystander Intervention practices as a part of membership expectations?

## Best Practices

- Phi Kappa Theta continues to progress through the Four Year Plan of Service, and the Committee recommends that the chapter further put this plan into action. The Committee considers this plan a best practice, specifically for its connections to the CSO's Five Critical Elements of Community Service. Furthermore, the Committee recommends that the chapter continually provide reflection opportunities around all service experiences.
- Phi Kappa Theta readily took advantage of resources to strengthen its standard board. The Committee commends the chapter for setting clear expectations of members and outlining consequences for choices in conflict with organizational values. Additionally, the chapter requires each member to sign a brotherhood contract and those failing to abide by the contract jeopardize their membership and associated privileges. The Committee commends the chapter for its recent efforts to promote a culture accountability and considers this a best practice.