

## THETA CHI

### Accreditation Report

2015-2016

#### Intellectual Development

- Theta Chi was ranked 14<sup>th</sup> out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 2.92698, an increase of .03838 from the spring 2015 semester. The 2.92698 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Chi was ranked 12<sup>th</sup> out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.0025, an increase of .07552 from the fall 2015 semester. The 3.0025 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Chi spring 2016 new member class GPA was 2.67 ranking 14<sup>th</sup> out of 17 Interfraternity Council Chapters.
- Theta Chi had 9.3% of the chapter on the Dean's List in the fall 2015 semester and 17.3% on the Dean's List in the spring 2016 semester.
- Theta Chi continued to host optional study hours every day of the week, and saw an average of 15-20 men utilize this time and space every day. Members with a GPA under 2.25 are mandated to attend twice per week.
- Theta Chi added a Scholarship Chair to the chapter's Executive Board, which created some additional oversight for academic support initiatives.
- Theta Chi continued its "Lending a Helping Hand" tutoring program, which connects brothers who can assist each other through academic challenges based on specific course enrollment and academic majors. This also promotes relationship building between brothers via mentorship and support.
- Theta Chi requires members to have at least a 2.25 GPA to hold a leadership position within the chapter. Since this is the same requirement for earning membership in the chapter, the Committee recommends the chapter revise this considerably low standard.
- Theta Chi continued "Movie Night in America" for its 5<sup>th</sup> year of programming. The chapter watches movies from various genres that connect to current events and issues, and engage in intellectual conversation and debate after viewing the film. Movies this year included *12 Angry Men*, *Joy*, *Machine Gun Preacher*, and *Holes*.
- Theta Chi promotes global awareness of its members by having global events updates during each chapter meeting. Dialogue regarding these events is encouraged, especially in a collegial fashion that values multiple perspectives.
- The chapter hosts formal Debate Nights for certain hot topics of interest to the brotherhood, some which were introduced during chapter meetings and others that arise elsewhere. Debate Nights differ from current events discussions in that they follow a debate team procedure; the members really enjoy witnessing these debates, even if they are not partaking as a formal debater.
- The chapter invites guests to Wednesday night dinners on a regular basis, which allows members to engage in dialogue with campus and community leaders in a more personal and informal setting. Guests included LUPD Officer Torres, the new president of the university, and special alumni guests, for example.

- The Committee commends the chapter for creating multiple opportunities for both formal and informal intellectualism within the chapter.

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

- **How can Theta Chi intentionally create settings which foster intellectual development and promote learning specifically about diversity, inclusion, power, and privilege?**

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

**Leadership Development**

- Theta Chi implemented a new program this year called the “New Member Executive Shadow Program” which allowed new members to shadow executive officers and become more aware of the responsibilities of various chapter leaders as well as the skills necessary to find success in the role. The addition of this program complemented the already-existing opportunity for new members to elect a New Member President and Secretary as a part of the New Member Executive Board Program.
- Theta Chi would like to create more opportunities for new members to experience leadership from the beginning of their members, and acknowledge the gap that exists since only two new members can hold positions while the others do not. The Committee recommends seeking input from peer chapters who have similar programs and might have advice for addressing this issue.
- The Committee commends the chapter on their focus to create more opportunities for member engagement and leadership, especially for connecting these efforts to bLUeprint and Lehigh’s 5 Foundations of Student Success.
- The chapter supported its president in attending the Sasser President’s Conference in Indianapolis, put on by the international fraternity. The president learned a lot at the conference and brought back tools to improve the chapter, like the Golden Circle concept which was then implemented within the Executive Board operations.
- Theta Chi began utilizing committees for Special Events, Spring Rush, and Stewardship this year, in response to last year’s Committee recommendation that the chapter explore more opportunities for general member leadership.
- Theta Chi continued the use of the President’s Chief of Staff position, which allows the outgoing/previous president to continue to be engaged with the chapter operations as the new president transitions into the role.
- Theta Chi encourages members to become more broadly involved as leaders on campus and in other organizations. This year members were engaged in the Lehigh Fund, IFC’s Brotherhood Recruitment Officer program, Greek EMerging Mentors program, the Eco Rep Leadership Program, and many more.

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

- **How can Theta Chi utilize leadership concepts, like the Golden Circle, to determine what the chapter is passionate about and on what they can focus their efforts?**

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

#### **Community Development**

- Theta Chi focused on “fostering organic interest and involvement” of its members for service and philanthropic engagement. Some ways they attempted to tackle this issue was by increasing communication of upcoming events and creating incentives for involvement.
- Theta Chi spent the majority of their time in service with the South Bethlehem community. Whether by mentoring students through the Big Brothers/Big Sisters program at Broughal Middle School or serving food at the South Bethlehem Community Dinner, it is commendable for the chapter to have honed in on the ability to contribute through different events to the overall wellness of one community.
- Theta Chi partnered with Kappa Alpha Theta for their “Candyland for CASA” event and with Alpha Chi Omega for their co-hosted “Dodging Domestic Violence” event. Both events have successful turn-outs and typically raise close to \$1000, each.
- Theta Chi continued to support many programs through attendance this year, including Alpha Phi’s Phiesta Bowl, Pi Phi Gives You Wings, and Delta Upsilon’s Huntington’s Walk, etc. Despite advice from last year’s Committee, the chapter seemed to be even less involved with general campus events rather than more, as recommended.
- Theta Chi programmed their inaugural G.I. Theta Chi event, which is a national program and supports the USO. The event was mildly successful, but the chapter utilized the opportunity to learn how to improve next year as their goal is to implement a campus-wide philanthropy event which goes beyond just the Greek community.
- Theta Chi continues to interact with families and alumni every semester, through events such as their annual Family Dinner, and communication efforts such as their Red and White e-newsletter.
- The chapter improved communication and connections with alumni through the Alumni/New Member mentor program, an improved website, inviting a broader network of alumni to the facility as guest speakers, and connecting with alumni through LinkedIn.
- Theta Chi’s Standards Board works to connect actions with appropriate responses; in other words, whatever issue brought a member before the standards board will be matched with a sanction that actually addresses that issue directly. The Committee has concerns about which member issues are considered to be “chapter issues” worth responding to or not, since all actions from members will always reflect on the chapter as a whole.

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

- **How can Theta Chi develop understanding and responsibility for individual members’ actions which reflect on the entire chapter, and increase group accountability as a whole?**

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

## Organizational Development

- Theta Chi focused on four goals this year: improving brotherhood cohesion, combatting apathy, stressing intellectual development, and increasing the chapter's presence on campus.
- Theta Chi made improvements to the organization and communication of chapter meetings by sending out the meeting agenda and executive tasks in advance and a revised version was provided after the meeting with notes.
- Theta Chi continues to utilize their House Critic position, which is a great way to allow general members to provide feedback on the chapter's operations, whether big or small, without feeling pressure from the power and authority of the executive officers.
- Theta Chi revised their chapter bylaws which were "grossly out of date" and are now much more appropriate for the current operations of the chapter and aligned with the international organization's bylaws.
- Theta Chi has continued to include alumni in their operations and events; the Chapter's relationship with their chapter advisor, Gary Tilles, is exceptionally strong.
- Theta Chi added responsibilities to the Vice President for Health & Safety, which had previously been an underutilized position. This position now oversees the philanthropy and community service committees.
- The Committee commends the chapter on the tremendous strides they made regarding sustainability this year. The chapter saved over 60 pounds of food waste in two months by revising practices in dinner clean-up and saving leftovers, and holding some chapter meetings with only natural light to conserve energy.
- Theta Chi had one minor life safety violation.
- Theta Chi's common damages for year were \$350.60.

### Chapter Development Question for 2016-17:

- **How can Theta Chi build upon the foundational pieces they put in place as an organization this year, to garner full membership involvement and buy-in to the future success of the chapter?**

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

## Overall Rating

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

Theta Chi has continued to make solid improvements to the way the chapter operates and how general members can engage in the leadership of the chapter. The Committee is particularly impressed the attention to holistic intellectual development the chapter showcased this year. The chapter would benefit from solidifying some of the newer leadership practices, in addition to focus of recruitment on academic success as a valued standard for membership, to ensure these practices can ensure sustainable change for the chapter in the long run. The Committee is pleased with the chapter progress in general, but still has concerns about the general apathy and disengagement of members. The chapter

should consider this one of their priorities to address in the coming years, and the Committee urges the chapter to consult with several resources as outside perspectives and new ideas should help overcome any issues of complacency or stagnation.

**The Accreditation committee assigns Theta Chi 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 Theta Chi intentionally create settings which foster intellectual development and promote learning specifically about diversity, inclusion, power, and privilege?
- How can Theta Chi utilize leadership concepts, like the Golden Circle, to determine what the chapter is passionate about and on what they can focus their efforts?
- How can Theta Chi develop understanding and responsibility for individual members' actions which reflect on the entire chapter, and increase group accountability as a whole?
- How can Theta Chi build upon the foundational pieces they put in place as an organization this year, to garner full membership involvement and buy-in to the future success of the chapter?