

THETA XI

Accreditation Report

2015-2016

Intellectual Development

- Theta Xi was ranked 16th out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 2.87265, a decrease of .09539 from the spring 2015 semester. The 2.87265 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi was ranked 17th out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 2.78918, a decrease of .08347 from the fall 2015 semester. The 2.78918 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi's fall 2015 new member class GPA was 2.007 ranking 11th out of 12 Interfraternity Council Chapters. The new member class GPA was 2.453 for spring 2016 ranking 17th out of 17 Interfraternity Council Chapters.
- Theta Xi had 11.8% of the chapter on the Dean's List in the fall 2015 semester and 10% on the Dean's List in the spring 2016 semester.
- The chapter enhanced spaces within the facility to promote positive study environments, including restoring the Xi-brary and adding desks and tables throughout the house.
- The chapter rewrote their academic plan in collaboration with their alumni advisor and national Director of Leadership Development and Education to address the consistent decline in GPA. The plan aims to intervene with brothers before their grades suffer.
- Theta Xi utilized the Center for Academic Success by bringing in a speaker to discuss effective study habits and exam preparation tips. Furthermore, the chapter hung up posters with these resources in the chapter facility. The Committee commends the chapter for using campus resources.
- Theta Xi collaborated with Phi Delta Theta to expand upon their already successful tutoring program. Unfortunately the program was under-utilized and ultimately discontinued after the fall semester.
- The chapter uses TED Talks as a tool to build intellectual curiosity within the chapter.
- The Committee encourages the chapter to keep growing in this area as there was not a lot of demonstrated improvement over the past year. The Committee recommends using the standards board for academic performance issues as well as exploring opportunities for positive incentives, recognition and celebration of high achievers.

Chapter Development Question for 2016-17:

- **How can Theta Xi apply the "why" concept from the Golden Circle to academics and intellectual development to create a culture of academic success?**

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

Leadership Development

- The chapter's inclusive leadership committee worked with the Office of Student Leadership Development to perform a SWOT analysis of the organization which was hung in the chapter facility for the entire academic year. The Committee commends the chapter for the thoroughness of this analysis and for its ongoing use in chapter decision making.
- The chapter overhauled the Officer Transition plan and now requires incoming and outgoing officers to meet to review materials. The plan is also considered a living document and can be changed as needed at any time. The Committee considers this a best practice.
- The chapter changed their by-laws to address problems in their leadership structure. The chapter now requires at least one full year of membership to be eligible to serve as President, Treasurer or Accreditation Chair. Additionally, elections will happen in the fall semester and officer transitions will happen on November 1st. The Committee commends the chapter on making these much needed adjustments.
- Theta Xi sent representatives to the Newell District Leadership Academy, Rising Stars, and President's Academy. Members were active in bringing ideas from these experiences back to the Eta chapter.
- Theta Xi used a "brother call out" to have an honest conversation about the state of the chapter and how to move forward. Members were able to articulate their concerns and frustrations with one another. The Committee commends the chapter for taking small opportunities to make a big impact on the trajectory of the organization.
- The chapter had one member serve on the Interfraternity Council executive board as the Community Service Chair.
- The Committee is hopeful about the new transition plan, but recommends evaluating each year to see where adjustments may be needed. Additionally, the Committee is pleased to see that upper-class members will be more engaged in the leadership of the organization.
- Theta Xi has an opportunity to use leadership in other campus organizations as a tool to enhance the culture of the chapter. The Committee encourages the chapter to get involved across campus to build a stronger reputation within the Lehigh community.

Chapter Development Question for 2016-17:

- **How can Theta Xi engage all members in the governance and management of the chapter, regardless of position, to build a culture of leadership within the organization?**

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

Community Development

- The chapter launched a fully functioning standards board which is based on a three-tiered point system. This was a crucial step in creating a culture of accountability within the organization and the Committee commends the chapter for following

through. The Committee also reminds the chapter that the sustainability of the standards board is important to maintain moving forward.

- The chapter announces infractions and sanctions at each weekly meeting to provide transparency for the standards board and increase accountability across the membership.
- The chapter completed over 200 hours of community service.
- The chapter partnered with Lehigh Valley's Habitat for Humanity ReStore and offered consistent opportunities to volunteer throughout the spring semester.
- The chapter is particularly proud of the fundraising efforts benefiting David, the facility's janitor, to cover needed medical expenses. The Committee commends the chapter for supporting people and causes that are meaningful to the membership on a personal level.
- Theta Xi participated in a variety of annual service and philanthropic opportunities including Adopt-a-Family, Homework Club dinners, Spring Fling and Thank-a-Teacher.
- Theta Xi participated in the Lehigh Valley Walk for MS.
- The chapter had zero Code of Conduct violations this year.
- The Committee is impressed with the progress of the chapter in this area and hopes to see continued growth. The chapter should capitalize on current practices like the off-campus risk manager role and adding positive components to the Standards board are potentials.

Chapter Development Question for 2016-17:

- **How can community service move towards a chapter ethos instead of the passion of a few members?**

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

Organizational Development

- The chapter revitalized the use of their bLUeprint committees, giving each group a chapter development question to address throughout the year. Each member serves on a committee, including associate members. The Committee commends the chapter for using committee to engage the membership in its entirety.
- Theta Xi evaluated their recruitment practices to address sustainability within the organization. The chapter particularly focused on reducing the number of events with alcohol as a primary recruitment tool. Non-alcoholic events such as basketball or poker nights were successful in reaching new potential members.
- The chapter used their standards board to address facilities issues, such as cleanliness and missed cleans by individual brothers. This proved to be a successful way to address individual accountability.
- Theta Xi did not meet the occupancy requirement for the third semester in a row in fall 2015 reaching only 63% of capacity. The chapter did address the issue for spring 2016, avoiding the loss of their facility. The Committee strongly recommends

creating a comprehensive, year-round recruitment plan to address membership sustainability.

- The Committee encourages chapter members to use their campus involvement and connections to benefit the organization. Continuing partnerships with the Center for Academic Success and the Community Service Office are excellent examples of the positive impact these relationships have on the chapter.
- The chapter implemented a new system of cleans and tidy-ups to further address issues within their facility. Additionally, they enhanced their relationship with Brooke Clayton in Residential Services to continue improvement in this area.
- Theta Xi continued to use the Golden Circle concept and focus on “why” extending the framework to their purpose and function within the community. Using this consistently has enhanced individual’s understanding of being a Theta Xi and making positive contributions.
- Theta Xi’s common damages for the year were \$126.00.

Chapter Development Question for 2016-17:

- **How can the chapter sustain the effectiveness of the current Standards Board while evaluating opportunities for positive incentives?**

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

Overall Rating

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

The Committee is pleased with the progress that Theta Xi has made over the past year and wants to impress upon the chapter that continued positive momentum is crucial to avoid any regression to old habits. Academics continue to be an area in need of significant improvement as well as thinking about sustainable recruitment practices. The Committee hopes to see several of the new practices, for example, officer transitions, come to fruition in addition to maintaining positive new strides, like the Standards Board. Accountability should continue to be a focus as the chapter looks to further development.

The Accreditation committee assigns Theta Xi 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 Xi apply the "why" concept from the Golden Circle to academics and intellectual development to create a culture of academic success?
- How can Theta Xi engage all members in the governance and management of the chapter, regardless of position, to build a culture of leadership within the organization?
- How can community service move towards a chapter ethos instead of the passion of a few members?

- How can the chapter sustain the effectiveness of the current Standards Board while evaluating opportunities for positive incentives?

Best Practices

- The chapter overhauled the Officer Transition plan and now requires incoming and outgoing officers to meet to review materials. The plan is also considered a living document and can be changed as needed at any time. The Committee considers this a best practice.