

## ALPHA TAU OMEGA

Accreditation Report

2016-2017

### Leadership & Member Development

- Alpha Tau Omega members serve in leadership capacities across Student Senate, the University Committee on Discipline, and the Gryphon Society. Their previous president served as the Interfraternity Council president for the 2016-2017 academic year as well as represented the IFC community at the Undergraduate Interfraternity Institute.
- The chapter's president and new member educator attended the National Headquarters' Presidents Retreat in Indianapolis. Attendees participated in the Birkman Assessment and were able to learn more about their own leadership styles in order to utilize their strengths as executive board members upon returning to campus.
- The chapter had the entirety of the sophomore class attend Alpha Tau Omega's Emerging Leader Conference (ELC) in Philadelphia. The brothers were able to spend time learning more about and reflecting on ritual as well as train for their new roles on the executive board.
- Alpha Tau Omega built a positive relationship with their National Headquarters Leadership Consultant. Through this partnership they were able to focus on specific areas where the chapter needed improvement. For example, the chapter president completed a ritual workshop with the consultant so that he could better lead the chapter during monthly ritual readings.
- The committee recommends that the chapter incorporate campus resources (Center for Gender Equity, Community Service Office, etc.) into their new member education program to provide new members with learning opportunities outside that of National Headquarters' initiatives.
- The chapter appears to use the language provided by National Headquarters of "True Merit" on a regular basis. The committee recommends that the chapter place more meaning behind this concept in the actual planning and programming of their chapter.
- The chapter followed through on one of their previous year's goals of improving chapter unity by participating in a brotherhood retreat at Dorney Park. The brotherhood purposefully spent time as a chapter and within new member classes during this event.
- The committee believes that a major area of development for the chapter lies in utilizing Lehigh campus resources and initiatives to further promote leadership development. The chapter often refers to their strong relationship with members of the Office of Student Leadership Development (OSLD), but does not appear to take advantage of the opportunities offered by OSLD.

#### Chapter Development Question for 2017-2018:

- **How can the chapter encourage members to meaningfully engage in leadership development opportunities beyond those required by National Headquarters?**

In the area of **Leadership & Member Development**, the Committee rated Alpha Tau Omega to be an **Accredited Chapter**.

### Organizational Operations

- The chapter does not appear to utilize a standards or judicial board. There were various incidents during the 2016-2017 year when the chapter could have held members accountable for missteps, but failed to do so when members set off the fire alarm, passed out on the house lawn, and harassed students on campus tours. This illustrates a lack of accountability within the chapter.
- The chapter does not implement risk management best practices. Alpha Tau Omega struggled to successfully host social events both on and off campus during the 2016-2017 year. Challenges included excessive noise, not registering events, and not checking IDs. The committee recommends the chapter re-evaluate their risk management plan with both Corey Gant, their Assistant Director from the Office of Fraternity and Sorority Affairs, and Holly Taylor, Associate Director of the Office of Student Conduct and Community Expectations.
- The committee does not feel that the chapter has taken time to determine or assess chapter goals. In previous years Alpha Tau Omega completed a SWOT analysis to develop chapter goals. The committee does not feel that the chapter continued their use of a SWOT analysis nor did they assess and re-evaluate chapter membership requirements or bylaws.
- The committee is happy to hear that Alpha Tau Omega has begun to meet as a chapter weekly. However, the committee would like to see more efficient use of that time. The committee recommends the chapter follow a structure similar to Robert's Rules of Order in order for meetings to be more productive.
- Alpha Tau Omega has some strong leaders that appear to take on a majority of the work within the chapter. Responsibility and engagement are not shared across the chapter. Attendance, programs, and events appear to be managed only by executive board leadership and the newest members of the chapter.
- The committee commends the chapter for sustaining their relationship with faculty advisor Nandkumar Nayar. The committee also recommends that the chapter be more intentional in utilizing their faculty advisor by inviting him to present on his area of research, lead discussions, and provide professional development.
- Alpha Tau Omega continued to utilize their STUDS recruitment philosophy focusing on five key elements: scholarship, tone/temperament, usefulness, doing/done, and standards. The chapter recruited their largest new member class of 17 men in five years. The committee commends the chapter for using a recruitment framework provided by their National Headquarters and considers this a best practice.

#### **Chapter Development Question for 2017-2018:**

- **How can Alpha Tau Omega share responsibility for engagement and ownership across the chapter in order to develop and follow through on goals?**

In the area of **Organizational Operations**, the Committee rated Alpha Tau Omega to be an **Unaccredited Chapter**.

#### **Community Service & Engagement**

- Alpha Tau Omega continued their partnership with the Best Buddies Program by hosting a movie day and their signature event Buddy Bash with Gamma Phi Beta. The chapter raised \$2,000 which was double the amount they raised the previous year. The committee applauds these efforts as they appear to come from a place of genuine care.

- Alpha Tau Omega's dog Wally earned his therapy dog certification so he could serve the local community alongside the brotherhood. Alpha Tau Omega participates in a bi-monthly book club event, Tail Wagging Readers, in which children read to Wally at the Bethlehem Library.
- The committee is happy to hear that Alpha Tau Omega is able to articulate some of the issues present in the Greek community (sexism, exclusive language, etc.). However, the committee challenges Alpha Tau Omega to take more ownership in dismantling some of these issues by initiating programs/events of their own.
- The committee recommends the chapter think more deeply about how to promote diversity and inclusion. The committee notes that hosting a registered event with alcohol is not considered a best practice for inclusivity. Additionally Alpha Tau Omega needs to consider the difference between truly collaborating with a group versus inviting other groups to their chapter's event.
- Alpha Tau Omega hosted their Veteran's Day dinner with Legion Post 379 in order to thank veterans for their years of service. The local community recognized the value of this effort and asked to broadcast the event on local 69 news which allowed the members to reflect on their work.
- Alpha Tau Omega continued to host their annual Career Day event. Several alumni attended and provided insight and feedback for members regarding internships and career paths. The chapter also released a comprehensive newsletter for alumni and friends of the Alpha Rho chapter.
- Alpha Tau Omega received multiple noise complaint notices throughout the 2016-2017 academic year for disturbing the South Bethlehem community, and the chapter received a Disciplinary Warning for violating Respect for Community 11A (Social Policy 1.A.8 - Unregistered Party) during the fall semester.

#### **Chapter Development Question for 2017-2018:**

- **How can Alpha Tau Omega enhance their community service and engagement outreach through sincere partnerships and collaborations rather than presence at events?**

In the area of **Community Service & Engagement**, the Committee rated Alpha Tau Omega to be an **Accredited Chapter**.

#### **Academic & Intellectual Advancement**

- Alpha Tau Omega was ranked seventh out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.12133, an increase of .17303 from the spring 2016 semester. The 3.12133 GPA placed the chapter above the All Fraternity average.
- Alpha Tau Omega was ranked 12<sup>th</sup> out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.96, a decrease of .16133 from the fall 2016 semester. The 2.96 GPA placed the chapter below the All Fraternity and All Greek average.
- Alpha Tau Omega's spring 2017 new member class GPA was 2.8 ranking ninth out of 17 Interfraternity Council chapters.
- Alpha Tau Omega had 17.8% of the chapter on the Dean's List in the fall 2016 semester and 15.3% on the Dean's List in the spring 2017 semester.

- The chapter had members participate in intellectually stimulating programs such as the It's On Us Consent Walk. However, it does not appear that the chapter as a whole reflects on those experiences or synthesizes connections between these events and their membership within the chapter.
- The committee recommends that the chapter fully promote multiple facets of intellectual development (i.e. professional, academic, co-curricular). The committee feels that Alpha Tau Omega focuses on one of these facets per year. This year Alpha Tau Omega emphasized career development through their use of Career Day and resume/cover letter workshops.
- Alpha Tau Omega does not appear to utilize a sustainable scholarship plan. While the chapter's GPA has increased and was above the all-fraternity average in the fall semester, there is no evidence that such an increase is the result of intentional academic development.
- The committee recommends that the chapter incorporate campus resources (i.e. Center for Academic Success) into multiple functional areas of the chapter including scholarship and new member education.
- The chapter prides itself on brothers that do well academically (Iacocca Scholarships and Presidential Scholars) but does not appear to celebrate those members within the chapter through the use of incentives (i.e. scholarship dinner).
- The committee is happy to hear that Alpha Tau Omega has members that attend events such as the CGC Yard Shows. The committee would also recommend that the chapter take full advantage of these opportunities and think through how they are truly learning, engaging with a new culture, and taking that experience back to the greater chapter.

#### **Chapter Development Question for 2017-2018:**

- **How can the chapter develop goals in this metric and identify ways to assess progress towards those goals?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Alpha Tau Omega to be an **Unaccredited Chapter**.

#### **Facilities Management**

- Alpha Tau Omega had no common damages for 2016-2017. However, 12 individuals were found responsible for GPO violations amounting to \$2,682.27 in damages. These were charged back to the individuals and is the third highest amount across all chapters.
- Alpha Tau Omega left several items outside on the balcony during winter closing.
- Alpha Tau Omega passed life safety inspections and fire drills with zero violations
- The chapter successfully met occupancy for both the fall and spring semesters.
- Alpha Tau Omega often shows a lack of respect for their facility with pizza nailed to walls, eggs thrown at fire alarms, and wall decoration referring to blatant chapter drug use. These instances serve as an opportunity for the chapter to hold members accountable through the use of a standards board. The committee recommends that the chapter gain a greater understanding of being guests in a Lehigh facility.
- The committee applauds the use of their house dog within the local Bethlehem community. However, Alpha Tau Omega needs to show more responsibility in regards to the animal while members are not in the facility.

- Residential Services and the Office of Fraternity and Sorority Affairs has had to remind the chapter about cleaning up multiple areas within/outside the house including broken glass outside, overcrowded junk closets, and outside trash.
- The committee recommends the chapter integrate green initiatives/sustainability into facilities management. The chapter should consider participating in the Eco-Rep program to discover best practices.
- The chapter needs to set and share expectations in terms of facility-use. During life safety inspections, it is common to find multiple door hangers, personal items in the hallway, etc. While these incidents eventually get deemed as individual issues, the chapter should be playing a greater role in the prevention of these issues.

#### **Chapter Development Question for 2017-2018:**

- **Knowing that respect is one of the values most salient to chapter members, how can Alpha Tau Omega connect that framework to their facility experience?**

In the area of **Facilities Management**, the Committee rated Alpha Tau Omega to be an **Unaccredited Chapter**.

#### **Overall Rating**

**Overall, Alpha Tau Omega has been rated an Unaccredited chapter by the 2016-2017 Accreditation Committee.**

Alpha Tau Omega was unsuccessful in continuing the forward movement they initiated the previous year and instead found themselves sliding backwards. While the chapter expresses their satisfaction as the "New ATO", the committee challenges the chapter to place more meaning behind that name outside of not getting in repetitive conduct trouble. The committee fears that Alpha Tau Omega lost structure in multiple critical areas of the chapter such as a functional standards board, risk management, scholarship plan, and facility upkeep. Alpha Tau Omega needs to take the time to develop goals around these focus areas that will lead to long-term sustainable growth. The committee recommends that the chapter make big strides in each of these areas in the next academic year.

**The Accreditation committee assigns Alpha Tau Omega an overall rating of Unaccredited, which does not meet expectations set forth by Lehigh University. The chapter is not successful in multiple metrics and does not meaningfully contribute to the Greek and Lehigh communities. A chapter that receives an Unaccredited rating for two consecutive academic years loses University recognition and access to group housing.**

#### **Chapter Development Questions**

- How can the chapter encourage members to meaningfully engage in leadership development opportunities beyond those required by National Headquarters?
- How can Alpha Tau Omega share responsibility for engagement and ownership across the chapter in order to develop and follow through on goals?
- How can Alpha Tau Omega enhance their community service and engagement outreach through sincere partnerships and collaborations rather than presence at events?
- How can the chapter develop goals in this metric and identify ways to assess progress towards those goals?

- Knowing that respect is one of the values most salient to chapter members, how can Alpha Tau Omega connect that framework to their facility experience?

### **Best Practices**

- Alpha Tau Omega continued to utilize their STUDS recruitment philosophy focusing on five key elements: scholarship, tone/temperament, usefulness, doing/done, and standards. The chapter recruited their largest new member class of 17 men in five years. The committee commends the chapter for using a recruitment framework provided by their National Headquarters and considers this a best practice.