

## DELTA CHI

### Accreditation Report

2016-2017

#### Leadership & Member Development

- Delta Chi regularly engages in International Headquarters leadership opportunities by having brothers attend the biennial Delta Chi International Convention, the Regional Leadership Conference, and the Annual Presidential Leadership Conference (A's Academy).
- Delta Chi's "B", the vice president, participated in LeaderShape and attended the Association of Fraternal Leadership and Values (AFLV) conference.
- The committee is concerned that only a few outstanding chapter members are engaged in leadership opportunities both inside and outside of the organization. The committee encourages the chapter to reflect on how they can use these involved brothers to create a culture of leadership across the membership, regardless of position.
- The chapter created a community involvement chair in response to last year's chapter development question. This position encourages involvement in campus organizations and attendance at other chapters' philanthropic events. The committee encourages the chapter to use this new role as an opportunity to foster truly collaborative relationships across campus organizations and departments.
- The committee is concerned by the instability of the chapter leadership. Delta Chi has been operating with an interim president for nearly an entire semester with no prospects willing to accept a nomination into the role. The committee recommends that the chapter utilize resources from International Headquarters and on-campus to discuss and overcome the fear that is currently paralyzing the chapter from moving forward. The chapter cannot properly function, let alone be a leader in the fraternity and sorority community, with the current, dysfunctional leadership structure.
- Delta Chi empowers associate members to contribute as leaders through an Associate Executive Board. These six positions mirror and liaise with the chapter executive board in order to teach the duties and responsibilities of that role. The committee considers this a best practice.
- The chapter established "F" Talks which are a series of discussions facilitated by the risk manager on topics such as FIPG guidelines, organizational and institutional policies, and potential scenarios involving risk.
- Delta Chi does not have any formalized member development plan beyond associate member education. The committee recommends that the chapter identify strategies to build upon their value of 'developing character' throughout the entirety of their Delta Chi experience.
- The chapter does have a formalized transition plan for officers. While the Associate Executive Board is helpful in transitioning new members into future leaders of the organization, the committee does not believe this is enough. The committee recommends that Delta Chi regularly review their transition process in order to maintain progress and growth across chapter operations.
- The committee is concerned by the chapter's interest in recruiting students affiliated with an unrecognized organization and how that will impact the values and rituals of Delta Chi. The committee urges the chapter to be thoughtful in selecting men who will contribute and add value to the future of the fraternity.

### Chapter Development Question for 2017-2018:

- **How can Delta Chi increase their intentionality in developing members throughout their fraternal experience?**

In the area of **Leadership & Member Development**, the Committee rated Delta Chi to be an **Unaccredited Chapter**.

### Organizational Operations

- Delta Chi developed a Paid Dishes program to offer a paid opportunity to members in need of financial support. The committee appreciates this inclusive effort to acknowledge different socio-economic statuses and increase access to the fraternal experience. The committee also encourages the chapter to be careful in its implementation of this program so as to avoid creating an imbalanced power dynamic between brothers.
- The chapter continues to award their Ignite Scholarship bi-annually to brothers that excel in the areas of leadership, service, or academics. The chapter awarded 13 scholarships between the fall 2016 and spring 2017 semesters.
- Delta Chi recruited 17 new members in the spring semester. This is one of the largest member classes in recent years. The committee commends the chapter on expanding their recruitment efforts in order to attract and cultivate relationships with more potential new members.
- The chapter elects a “Brother of the Week” to recognize members that have made a significant contributions to the chapter. The committee encourages the chapter to identify additional opportunities to positively incentivize meaningful contributions.
- Delta Chi International Headquarters expanded the definition of membership to include any person who identifies as a man. The chapter expressed their enthusiasm in accepting this inclusive change. The committee recommends that the chapter embrace this as an opportunity to partner with the Pride Center to foster a trans-inclusive environment.
- The chapter established a tradition of Sunday dinners for all members to attend. This was created to promote open discussion and foster brotherhood. The chapter saw an increased presence of upperclassmen who live off-campus and are often disconnected to the fraternity.
- The chapter was sanctioned to hold a membership review. The Director of Member Safety from Delta Chi International Headquarters visited campus to facilitate this review and removed two members from the chapter.
- Delta Chi expanded their committee system by creating a risk committee. The purpose of this committee is to help build a risk management plan per their sanctions from the Office and Student Conduct and Community Expectations as well as engage multiple brothers in the maintenance and implementation of the plan. The chapter’s hope is that this will ease the burden of responsibility for managing risk. The committee recommends utilizing this risk committee to infuse a culture of care and risk management throughout the Delta Chi membership, not just these few brothers.
- The chapter improved their relationships with their alumni advisor and the Alumni Board of Trustees this year by increasing communications. The committee recommends that the chapter continue to build relationships with their advisors, including their faculty/staff advisor, to develop a strong support system.
- Delta Chi experienced a difficult academic year with unexpected obstacles that accompanied chapter growth. The committee recommends that the chapter re-focus by

engaging in some strategic planning activities: reviewing chapter bylaws, identifying a vision, and setting S.M.A.R.T. goals.

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

- **How can the chapter engage the entire membership in making decisions that impact and determine the future of the chapter?**

In the area of **Organizational Operations**, the Committee rated Delta Chi to be an **Accredited Chapter**.

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

- Delta Chi requires brothers to complete at least six hours of community service per semester. If members do not meet these requirements, there are fines of \$10/hour to be donated to the V Foundation, Delta Chi's designated national philanthropy. For those that do participate, brothers are rewarded with a dinner for their outstanding community service work.
- The chapter continues to participate regularly in a variety of community service and philanthropic opportunities such as Parents Night Out, Adopt-A-Highway, and South-Side Cleanup. Some of their most impactful efforts include raising over \$1,200 for Relay for Life and sponsoring ten children for Holiday Hope Chest. The committee commends the chapter on their ability to differentiate between community service and philanthropy.
- The committee believes the chapter is off to a good start with their participation in community service and philanthropic efforts. However, the opportunities that Delta Chi engages in are broad. The committee recommends that the chapter bring a focus to their efforts that align with the values and passions of the organization. Once determined, it is recommended that Delta Chi partner with the Community Service Office to identify opportunities that align with their focus.
- Delta Chi hosted Chi Chella, a community outdoor concert, featuring five bands. The chapter was successful in communicating with Lehigh University administration to implement this event while also engaging the entire community in a large scale, non-alcoholic event.
- The chapter took steps forward in their alumni relations program. In addition to continuing their semi-annual newsletter, the Delta Dispatch, they re-instituted three alumni events: a house warming anniversary barbecue; Young Alumni Weekend Re-dedication Ceremony; and Lehigh-Lafayette Rivalry post-game registered party. Through these efforts, the chapter engaged over 50 alumni this year, the highest participation in recent history.
- Delta Chi was placed on Disciplinary Deferred Dissolution through August 1, 2017 after pleading responsible for Respect for Self—unauthorized consumption; Respect for Community—irresponsible distribution of alcohol; Respect for Community—hosting an unregistered event; Respect for Community—encouraging others to violate the Code of Conduct; and Respect for Community—failure to comply. Specifically, the chapter hosted an unregistered event with alcohol in the facility where someone was transported to the hospital for a medical emergency due to alcohol. The chapter was also placed on Level 1 Corrective Action from Delta Chi International Headquarters through May 31, 2018.
- The committee is concerned that, while the chapter took responsibility for their actions related to conduct violations, members have not fully grasped the chapter's role in the incident. As the chapter moves forward and works to repair the damage done, it is imperative that Delta Chi be able to identify who will be an asset and who will be a liability in propelling the fraternity forward.

- The committee believes that one of the contributing factors of Delta Chi's obstacles this year is their lack of preparedness for issues they have not faced previously. The committee recommends that the chapter reevaluate risk management strategies and develop the required risk management plan to be flexible as their chapter grows.
- The chapter was responsible for contributing to one of the four significant and potentially tragic alcohol-related incidents at Lehigh University in the spring semester. The committee recommends that the chapter work to be a leader in the charge to change the social culture on campus.

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

- **What steps can Delta Chi take beyond their sanctions to ensure the future safety of not only its members, but all Lehigh students?**

In the area of **Community Service & Engagement**, the Committee rated Delta Chi to be an **Unacceptable Chapter**.

**Academic & Intellectual Advancement**

- Delta Chi was ranked 15<sup>th</sup> out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 2.87424, a decrease of .014635 from the spring 2016 semester. The 2.87424 GPA placed the chapter below the All Fraternity and All Greek average.
- Delta Chi was ranked ninth out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.01, an increase of .13576 from the fall 2016 semester. The 3.01 GPA placed the chapter below the All Fraternity and All Greek average.
- Delta Chi's fall 2016 new member class GPA was 2.8233 ranking fifth out of 11 Interfraternity Council chapters. The new member class GPA was 2.82 for spring 2017 ranking eighth out of 17 Interfraternity Council chapters.
- Delta Chi had 15.2% of the chapter on the Dean's List in the fall 2016 semester and 19.6% on the Dean's List in the spring 2017 semester.
- The chapter updated the Academic Improvement Plan by increasing the amount of points that must be achieved in order to complete the program, capping how many points could be accumulated in a one week period, and requiring check-in meetings with the scholarship chair. These changes set the expectation for students struggling academically to maintain a consistent commitment to their course work.
- The committee is concerned that Delta Chi's Academic Improvement Plan only takes place over the course of a five week period. This does not sufficiently hold students accountable in making a long term impact on their academic success. To make matters worse, the scholarship chair appeared distracted and uninformed during the accreditation process. The committee recommends that the chapter utilize the Center for Academic Success to increase the effectiveness of this plan.
- Delta Chi pairs associate members with upper-class brothers to expand upon the brotherhood tutoring program. Pairings are based on courses that associate members are taking. The committee believes this is good practice and recommends that the chapter assess the learning and development that results from this mentorship in order to determine if the program is making the intended impact.
- The chapter hosts a "registration dinner" prior to the beginning of course registration. Brothers discuss in groups based on majors and recommend courses to underclassmen.

The committee insists that the chapter ensure these recommendations are in tandem with academic advisors.

- Delta Chi provides opportunities for younger members to learn from graduating brothers through professional development sessions. Through these sessions, brothers share lessons learned and internship advice. Brothers also facilitate mock-interviews and resume reviews. The committee encourages the chapter to enhance these by partnering with The Center for Career and Professional Development (CCPD).
- The chapter hosted roundtable discussions around the presidential election to engage brothers in a difficult, often divisive, dialogue. This is the extent of opportunities for creative curiosity offered by the chapter. The committee recommends that the chapter identify member needs and passions in order to develop additional opportunities for formalized intellectual advancement beyond the classroom.
- The committee recommends that Delta Chi explore opportunities for positive incentives related to academic success. Recognizing and rewarding members for their achievements is a proactive way to foster a culture of creative curiosity across within the chapter.
- Delta Chi has some basic structures in place related to academic success and professional growth. However, the chapter does not take advantage of available resources and experts in order to enhance these experiences. The committee recommends that the chapter work with both on and off-campus partners to develop some best practices.

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

- **How can Delta Chi establish ongoing academic and intellectual advancement by utilizing various campus resources?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Delta Chi to be an **Unaccredited Chapter**.

#### **Facilities Management**

- Delta Chi had no common damages for 2016-2017.
- Delta Chi failed to close for spring break with seven out of 24 members in the facility passed the deadline. The chapter acknowledged the impact these mistakes could have on the positive relationship with the Office of Residential Services and are working to rectify for future closings. All other openings and closings were managed without issue.
- Delta Chi passed life safety inspections and fire drills with zero violations.
- Delta Chi met occupancy requirements in both the fall 2016 and spring 2017 semesters. The committee commends the chapter for making strides towards sustainability.
- Delta Chi and the Alumni Board of Trustees invested over \$12,000 in improvements to the facility including new dining room furniture, entertainment upgrades, laundry machines, and whiteboards to be used for chapter announcements and study tools.
- The chapter maintains a system of accountability for cleanliness of the facility. Every Sunday, the house manager must approve whether or not assigned common areas are in a satisfactory condition.
- Delta Chi's standards board held two members responsible for damage to furniture. The chapter's efforts to hold members accountable in taking care of the facility pay off. The facility is regularly found in great condition.

- The committee believes the chapter could do more with regards to their sustainability efforts. The committee encourages Delta Chi consult Eco-Reps and other chapters that have been successful in implementing green initiatives in their facility.

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

- **How can Delta Chi continue progress in facility management through green initiatives?**

In the area of **Facilities Management**, the Committee rated Delta Chi to be an **Accredited Chapter**.

#### **Overall Rating**

**Overall, Delta Chi has been rated an Unaccredited chapter by the 2016-2017 Accreditation committee.**

Delta Chi experienced a significant setback this year as a result of many decisions that were out of character for the organization and its members. Especially in regards to the conduct incident that endangered a fellow student, this is a wake-up call for the chapter to reflect on the direction of the organization and their role in the fraternity and sorority community. The committee still believes that Delta Chi demonstrates much potential and can rebound from this year's challenges if they evaluate the strengths, weaknesses, opportunities, and threats (SWOT) to the chapter. The committee encourages the chapter to learn from the experiences of this year and utilize the feedback and recommendations in this report to make necessary changes that will propel the fraternity forward.

**The Accreditation committee assigns Delta Chi 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 Delta Chi increase their intentionality in developing members throughout their fraternal experience?
- How can the chapter engage the entire membership in making decisions that impact and determine the future of the chapter?
- What steps can Delta Chi take beyond their sanctions to ensure the future safety of not only its members, but all Lehigh students?
- How can Delta Chi establish ongoing academic and intellectual advancement by utilizing various campus resources?
- How can Delta Chi continue progress in facility management through green initiatives?

#### **Best Practices**

- Delta Chi empowers associate members to contribute as leaders through an Associate Executive Board. These six positions mirror and liaise with the chapter executive board in order to teach the duties and responsibilities of that role. The committee considers this a best practice.