

PHI DELTA THETA

Accreditation Report

2016-2017

Leadership & Member Development

- Phi Delta Theta hosts a brotherhood retreat at the beginning of the fall semester required for all members. At this retreat, members discuss goals for the chapter, answer questions such as what it means to be a member, what problems exist within the organization that members can solve, and what makes the chapter different from others.
- Phi Delta Theta members are involved in over 60 different clubs and organizations outside of the chapter. Some of these include University Productions, Lehigh University Emergency Medical Services, The Brown and White, Jazz Club, and serving as tour guides.
- The chapter supports its members attending national conferences. Three brothers attended the Kleberg Emerging Leaders Institute in the summer. The current president attended the President Leadership Conference.
- The chapter engages in development opportunities sponsored by the Office of Fraternity and Sorority Affairs including Base Camp. Chapter members are involved in Greek Emerging Leaders as mentees and mentors, Greek Allies, and had a member attend the Association of Fraternal Leadership & Values Central conference.
- The chapter's new member education program is designed to educate on the history of Greek Life, Phi Delta Theta Fraternity, and the Pennsylvania Eta chapter. The Phikia educator focuses on past mistakes of the chapter in hopes that they are not repeated, as well as places a strong emphasis on brotherhood. The Phikia educator also included the history of Greek Life at Lehigh and taught new members about the three councils. The committee commends Phi Delta Theta for the integration of local, chapter, and national Greek life history.
- Phi Delta Theta instituted a new officer transition program to better prepare members to take on newly elected positions. The Vice President facilitates discussions between old and new leadership to discuss how to execute the roles. There is also a shared google drive which gets transferred between executive boards. The committee commends the chapter for the incorporation of officer transitions.
- The chapter utilizes committees to promote leadership for all members and to keep them engaged within the chapter. All members are assigned to a committee at the beginning of the semester. The chapter also utilizes officer council which works as a think tank for non-executive officers to discuss new plans and ideas. The committee commends the chapter for the use of committees and officer councils to engage all members
- The committee commends Phi Delta Theta for the positive interaction with sororities. The committee sees the chapter as model for fostering relationship between the Interfraternity Council and Panhellenic Council.

Chapter Development Question for 2017-2018:

- **How can Phi Delta Theta diffuse lessons from leadership into chapter culture?**

In the area of **Leadership & Member Development**, the Committee rated Phi Delta Theta to be an **Accredited with Excellence Chapter**.

Organizational Operations

- Phi Delta Theta acknowledged that the current chapter bylaws did not reflect how the chapter was currently operating as the bylaws were written by the chapter re-founding fathers four years ago. The chapter saw an opportunity to do a full bylaws revision. Once the bylaws were rewritten, all members are required to sign a document stating they read and understood the new bylaws. The committee commends the chapter for updating the bylaws to reflect the current chapter operations.
- Phi Delta Theta instituted a new policy for anonymous reporting on conduct issues. The executive board found that members did not feel comfortable reporting conduct issues to the executive board for fear of being chastised by other members. The chapter has found that more members are submitting reports anonymously in order for those accused to be held accountable.
- The chapter changed the way the judicial board is managed. In the past, only members found guilty were able to appeal decisions. The chapter decided that the Warden or Executive Committee are able to appeal decisions by the judicial board to make infractions less or more severe. .
- Phi Delta Theta made changes to the brother monitor position. Brother monitors are 15 men who have been identified as reliable and authoritative by the President and Risk Management Chair. The Risk Management chair trains the brother monitors with prompts on how to handle scenarios. The chapter also makes sure that the brother monitors, bartenders, and emergency drivers are in constant communication which resulted in only one incident occurring. The committee identifies the brother monitor position as a positive practice, but believes that risk management should not be dependent on a small group of members.
- Phi Delta Theta's larger goal this year was based on recruitment. The chapter looked for more well-rounded potential new members. The chapter focused recruitment efforts on men who were actively involved in other campus activities. The hope of initiating involved members is to bring new ideas and perspectives to the chapter. The committee recommends that the chapter continues to refine recruitment strategies and communicating their unique place on campus.
- Phi Delta Theta's Vice President runs a goal-setting meeting with members of both the executive officers and general officers. They identify internal and external short and long term goals for the chapter. Some of these goals included getting a Gold Star from General Headquarters and co-sponsoring with student organizations such as Alpha Phi Omega and Alpha Omega Epsilon.
- Phi Delta Theta's executive board hosts open committee meetings for all members to attend. This is an opportunity to provide all members the ability to give feedback and suggestions.

Chapter Development Question for 2017-2018:

- **How does Phi Delta Theta use the committee structure to advance the chapter and engage members in development?**

In the area of **Organizational Operations**, the Committee rated Phi Delta Theta to be an **Accredited with Excellence Chapter**.

Community Service & Engagement

- Phi Delta Theta's National Philanthropy is the Amyotrophic Lateral Sclerosis (ALS) Association. The chapter's new direction in working with ALS included awareness, donations, and hospitality. The chapter used to hold an event called Strike Out ALS, but realized the chapter lacked physical interaction with anyone with ALS. The chapter wanted to put a face to ALS.
- The chapter engaged with ALS in three different ways. The first way was hosting a table in the University Center where they educated about the disease and the effect on the body. The chapter also donated \$400 of budgeted chapter money to the ALS foundation. Lastly, the chapter invited a family who suffers from ALS to the chapter facility for dinner with a select number of brothers. The committee commends the chapter for hosting the dinner and having continued interaction with the family, and recommends that the chapter attempts to tie ALS to the Lehigh community.
- Phi Delta Theta is involved in numerous programs organized by the Community Service Office. Some of these include Spooktacular, Spring Fling, Broughal Bowling, Parent's Night Out, weekend snack bags, Holiday Hope Chest, and tutoring.
- The chapter supports philanthropic efforts hosted by organizations at Lehigh. These include Sigma Phi Epsilon's Color Run, Kappa Alpha Theta's Kicks for Casa and Candyland for CASA, Relay for Life, and the "Light up the Night" walk for leukemia research.
- Phi Delta Theta hosted the South Side Service Week for the second consecutive year. The service week includes both community service and philanthropic efforts where all proceeds and efforts go towards the ALS foundation. The events of the week included hosting an Adopt A Family at the chapter for dinner; Panera Bread, Chipotle, and Pizza Truck fundraisers; trivia night and a casino night.
- Phi Delta Theta engages with alumni through social media and an alumni newsletter that includes updates and progress of the chapter. Alumni are also invited to attend the chapter's weekly meetings.
- The committee commends Phi Delta Theta on having no conduct issues. The committee hopes that Phi Delta Theta continues to model the way for all other fraternity chapters and share best practices.
- The chapter acknowledges a disconnect between older alumni and current members due to the difference in facilities members experienced. The chapter holds events such as Frat Father's Day where undergraduate members, alumni members, and parents enjoy a day of golf and barbeque. After the golf and food, members give a tour of the house to connect with alumni. The committee feels that the chapter can provide more alumni engagement events.
- The committee acknowledges that Phi Delta Theta does a lot of great work for the community. The committee recommends that the chapter communicates accomplishments to the Lehigh community which will promote the chapter.

Chapter Development Question for 2017-2018:

- **How can Phi Delta Theta incorporate reflection opportunities for members to connect with the service and philanthropic activities of the chapter?**

In the area of **Community Service & Engagement**, the Committee rated Phi Delta Theta to be an **Accredited Chapter**.

Academic & Intellectual Advancement

- Phi Delta Theta was ranked 11th out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.04612, a decrease of .12834 from the spring 2016 semester. The 3.04612 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Delta Theta was ranked eighth out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.03, a decrease of .01612 from the fall 2016 semester. The 3.03 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Delta Theta's fall 2016 new member class GPA was 2.84 ranking fourth out of 11 Interfraternity Council chapters. The new member class GPA was 2.61 for spring 2017 ranking 16th out of 17 Interfraternity Council chapters.
- Phi Delta Theta had 20.4% of the chapter on the Dean's List in the fall 2016 semester and 21.7% on the Dean's List in the spring 2017 semester.
- Phi Delta Theta's three cardinal principles are used as the foundation for the chapter's ideology towards academics. These three principles are friendship, sound learning, and moral rectitude. These principles are designed to hold members to the highest standards of character.
- The chapter utilizes a weekly calendar for all members to access. Changes to this calendar include adding extra rows for non-academic activities, a section to keep track of exams, and color coding the calendar for those who are more visual learners. The committee identifies the use of the weekly calendar as a best practice.
- Phi Delta Theta found that using sanctions was not effective in building relationships between members on the scholarship plan and the academic chair. The academic chair instead created positive reinforcements for members who completed the weekly calendar. Members who completed the calendar would be entered into a drawing to win a gift card to a store of their choice.
- The chapter's threshold for academic probation is below 2.5. Any member who falls under is on academic probation and must use the weekly calendar, submit grades thrice a semester to the academic chair, and are unable to participate in social events. Members who are on academic probation for two consecutive semesters will be placed on academic suspension, meaning they are suspended from all fraternity activities such as committee meetings, social events, and chapter meetings.
- Phi Delta Theta's tutoring program is designed to be proactive and engaging which is conducive to sound learning. Although designed for members who struggle academically, these tutoring sessions are open to all members. Members who have an in-depth understanding of the course material are chosen to be tutors.
- The chapter invites members to share interests at the beginning of each chapter meeting called literary exercises. Some examples of literary exercise topics include cardiopulmonary resuscitation and other basic life safety and first aid practices, the difference between coffee, espresso and Keurig machines, and the history of the Bethlehem Steel company. The committee commends Phi Delta Theta for the literary exercises giving all members an opportunity to speak about passions.
- The chapter hosts alumni professional development seminars where the scholarship chair invites alumni to present advice or life skills relevant to the professional world. Some of these seminars covered ethics and achieving success in the workplace.
- The committee noticed that Phi Delta Theta has had a drop in their chapter GPA. The committee is concerned that the chapter uses the GPA of new members to boost the overall GPA for it to only decrease once members are integrated into the chapter.

- Phi Delta Theta worked with Alpha Gamma Delta to host the third annual Scholarship Dinner. Members of both chapters invited professors to enjoy dinner while awards are given to members with the highest GPA, most improved GPA, and most study hours.

Chapter Development Question for 2017-2018:

- **How can Phi Delta Theta integrate campus resources into the academic and intellectual plans?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Phi Delta Theta to be an **Accredited**.

Facilities Management

- Phi Delta Theta's common damages for the year were \$500.
- Phi Delta Theta managed openings and closings with no issues.
- Phi Delta Theta received a major life safety violation for having a covered smoke detector in the Bar room which was found during closing inspections.
- Phi Delta Theta utilized the facility's chapter room to host a Jeopardy viewing party to support a brother representing Lehigh in College Jeopardy. The viewing party had over 60 people in attendance.
- Phi Delta Theta created a new Eco-Rep and Green chair position. These positions educate members on responsible environmental practices and enables the chapter to make positive changes to reduce the facility's waste, carbon footprint, and water usage.
- The chapter has implemented green initiatives. The Eco-Rep and Green chair have put up recycling and trash reminders near every waste receptacle, and started a new compost container. The compost will be used to fertilize the newly planted flowers alongside the chapter facility. The chapter has also begun an upcycling initiative.

Chapter Development Question for 2017-2018:

- **How can Phi Delta Theta continue to build upon green initiatives and the chapter's community garden?**

In the area of **Facilities Management**, the Committee rated Phi Delta Theta to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Phi Delta Theta has been rated an Accredited with Excellence chapter by the 2016-2017 Accreditation Committee.

This was the first year in which Phi Delta Theta operated as a chapter without members of the re-founding class. The chapter did an internal audit and reviewed all documents to ensure current chapter operations coincided with the bylaws. The chapter also wanted to be more inclusive both internally and externally, creating opportunities for non-executive board members to contribute to the chapter and seeking opportunities to work with different organizations. Phi Delta Theta places community service and philanthropy as a high priority for the chapter. Including the service week, members of the chapter took it upon themselves to help build a fence for Lehigh staff members who lost their home in a fire. The chapter has also made strides in changing the social culture by

hosting non-themed parties. Looking forward, the committee suggests that Phi Delta Theta continue to be change agents and an example for chapters in the Interfraternity Council. Now that there are no re-founding fathers in the chapter, the committee believes that the chapter is coming into their own and finding a place on campus. The committee encourages Phi Delta Theta to ask themselves what is the legacy of the chapter at Lehigh. If all members have a sense of improvement, then the chapter can only get better.

The Accreditation committee assigns Phi Delta Theta an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!

Chapter Development Questions

- How can Phi Delta Theta diffuse lessons from leadership into chapter culture?
- How does Phi Delta Theta use the committee structure to advance the chapter and engage members in development?
- How can Phi Delta Theta incorporate reflection opportunities for members to connect with the service and philanthropic activities of the chapter?
- How can Phi Delta Theta integrate campus resources into the academic and intellectual plans?
- How can Phi Delta Theta continue to build upon green initiatives and the chapter's community garden?

Best Practices

- The chapter utilizes a weekly calendar for all members to access. Changes to this calendar include adding extra rows for non-academic activities, a section to keep track of exams, and color coding the calendar for those who are more visual learners. The committee identifies the use of the weekly calendar as a best practice.