

PHI KAPPA THETA

Accreditation Report

2016-2017

Leadership & Member Development

- Phi Kappa Theta has continued the Team Phi Kap program with new changes. This included having team captains alongside different requirements for each team. The fraternity has noted that TPK captains will be taking on executive board positions for the next academic year. The committee commends the continuation of Team Phi Kap, but recommends formalized leadership training for captains.
- Phi Kappa Theta had two members attend the Biennial National Convention. James Waring, the Interfraternity Council Vice President, also attended the Association of Fraternal Leadership & Values Central Conference. The committee suggests providing conference opportunities to more members.
- Phi Kappa Theta members participate in clubs and organizations around campus such as Tennis, Finance Club, and Prelusion. The committee hopes to see more members involved in organizations outside of the chapter.
- Phi Kappa Theta incorporates the servant leadership philosophy, yet the committee finds members do not have a clear understanding of servant leadership. Last year's chapter development question addressed this disconnect and the Committee again recommends that the chapter further explore this concept and its practice more deeply. Furthermore, the committee recommends that the chapter take advantage of campus resources and staff that possess expertise in this area to potentially create a four-year servant leadership plan.
- The committee commends Phi Kappa Theta on the four-phase officer transition program. First, the chapter elects the President and Treasurer-elect in the fall semester. The remaining executive board positions are elected in the spring semester. Once all positions are elected, brothers participate in the official officer transition program. The chapter makes sure that there is continued involvement of the past executive boards.
- Phi Kappa Theta was implicated in numerous anonymous hazing reports in spring 2017. Looking forward, the chapter intends to create a senior advisor to new member education. This senior advisor will meet with the New Member Educator on a weekly basis, and be a monitor for off campus activities.
- Phi Kappa Theta incorporated campus resources from the Center for Academic Success, the Center for Career & Professional Development, the Pride Center for Sexual Orientation & Gender Diversity, and the Gender Violence Education and Support to gather opinions on the best ways to ensure a strong foundation in the key areas of academic, career, and intellectual development. These suggestions were utilized in revamping the four-year Service Plan, and the creation of the four-year Career Development Plan.
- The committee is disappointed that there was no mention of ritual or core values in the chapter's presentation. It was briefly mentioned in the submitted report, but there was not any reflection on how ritual is integrated within the fraternity.

Chapter Development Question for 2017-2018:

- **How does Phi Kappa Theta develop members throughout time in the fraternity while incorporating the concept of servant leadership?**

In the area of **Leadership & Member Development**, the Committee rated Phi Kappa Theta to be an **Unaccredited Chapter**.

Organizational Operations

- Phi Kappa Theta meets monthly with the McGarvey (alumni) Board. The McGarvey Board president leads the monthly meetings with the current executive board. The board assists with recognition dinners and guidance of the fraternity. The Fraternity also donates \$9,000 to the alumni board annually, in case of a financial emergency. The committee appreciates the important role that the alumni play within the fraternity.
- Phi Kappa Theta revamped the standards system to incorporate learning from mistakes by having conversations between the accused and the standards board. The chapter also made its points system more dynamic by considering involvement in house cleans, TPK events, external clubs, etc. The chapter rewards and recognizes members by providing dinners, social events, and higher pick in room choice.
- The chapter developed a zero-tolerance contract emphasizing member behavior, with failure to comply leading to immediate removal from the chapter. This is signed by every brother. They credit having one of their best years regarding conduct to this contract.
- Phi Kappa Theta has a standards board that enforces chapter policies and principles. The board is led by the Executive Secretary and has representatives from each class. The standards board did not make or enforce any major decisions because of improvement in culture and decision making according to the chapter. However the chapter had five instances where alcohol was misused which was not sent to the standards board. The committee recommends that the chapter develops an outline that determines what actions go to the board.
- The chapter has struggled with sensitivity and alcohol use in the past, needing to incorporate Bystander Intervention practices as a part of membership expectations. Through TIPS training, conversations with Break The Silence, meetings with their faculty advisor, and increased communication from chapter leadership, Phi Kappa Theta has been able to develop brothers who are prepared to intervene and proactively create an environment in which intervening should not be needed.
- The chapter facility was dry which members felt impacted recruitment. The chapter did hold an event, "Fajitas and Coronas." which concerned the committee. The fraternity stated that the name was from previous recruitment events, but that there was no alcohol present. The committee reminds Phi Kappa Theta that perception is reality and the chapter should be mindful of language.
- The chapter focused on brotherhood during recruitment. The committee noted that the fraternity did not talk about how the organization's five ideals, Fraternal Engagement (duty to man), Intellectual (duty to self and parents), Social Impact (duty to society), Spiritual (duty towards God), and Leadership, play a role in recruiting new members.
- The chapter utilizes outside partnerships to enhance the fraternity's development. The chapter president met weekly with Office of Fraternity and Sorority Affairs Assistant Director, Malcolm McDaniel. The chapter's faculty advisor, Chelsea Fullerton, Director of the Pride Center, held a seminar for interested brothers and new members about gender. The chapter also had a national representative host a "Where Are You Going?" retreat which all Phi Kappa Theta members attended.

Chapter Development Question for 2017-2018:

- **How can Phi Kappa Theta incorporate organizational values to have a more intentional and values-based recruitment?**

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

Community Service & Engagement

- Phi Kappa Theta participated in the Movember campaign for the fifth consecutive year. Programming included a kickoff event with t-shirt sales and Mustachio Bashio, a facial hair competition. The Movember campaign raises awareness about Men's health issues. The committee recommends that Phi Kappa Theta share the fundraising total as well as integrate reflection into these events for brothers.
- Phi Kappa Theta partnered with Zeta Tau Alpha during November to mutually support each other's philanthropy on Men's and Women's health. The partnership helped spread awareness of the Movember Foundation and Breast Cancer Education and Awareness. The committee commends the partnership between Phi Kappa Theta and Zeta Tau Alpha.
- Phi Kappa Theta's partnership with Zeta Tau Alpha also lead them to work with Break the Silence to host programming for Sexual Assault Awareness Month and have discussions on sexual assault within Greek Life.
- The chapter maintains a four-year community service plan emphasizing initiative, passion, contribution, and gratitude. While the committee commends the chapter for having a plan, the committee suggests that the chapter reviews it to further understand the plans goals and outcomes.
- Phi Kappa Theta was involved with other organization's philanthropic efforts, including Sigma Gamma Rho's Operation Book Bag, Zeta Tau Alpha's Think Pink Week, Alpha Phi's Piesta Bowl, Candyland for Casa, Adopt A Family, and Relay for Life.
- Phi Kappa Theta hosted an annual spring break service trip to the Dominican Republic for the sixth year. Participants incorporated reflection by keeping journals about the experience. The committee feels that previous improvements made to enhance this experience have fallen wayside and that the organization has again missed an opportunity to cultivate a meaningful service experience.
- Phi Kappa Theta had numerous credible hazing allegations reported in spring 2017. The fraternity was not found responsible, yet understands that hazing allegations hurt the chapter's credibility and organizational reputation. The chapter must evaluate the new member education process and all associated activities to identify and eliminate concerning behaviors that jeopardize the safety and wellbeing of all members.
- Phi Kappa Theta members are involved in other clubs and organizations throughout Lehigh. The chapter believes this involvement helps members in understanding campus climate and social sensitivity. The Assistant Director feels that the chapter can do a better job of discussing and further understanding these issues.

Chapter Development Question for 2017-2018:

- **How can Phi Kappa Theta explore issues surrounding the chapters reputation (i.e. hazing allegations, the rationale behind partnerships) to build credibility?**

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

Academic & Intellectual Advancement

- Phi Kappa Theta was ranked 13th out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.00195, an increase of .018791 from the spring 2016 semester. The 3.00195 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta was ranked 14th out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.89, a decrease of .11195 from the fall 2016 semester. The 2.89 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta's spring 2017 new member class GPA was 2.79 ranking 10th out of 17 Interfraternity Council chapters.
- Phi Kappa Theta had 14.6% of the chapter on the Dean's List in the fall 2016 semester and 17% on the Dean's List in the spring 2017 semester.
- Phi Kappa Theta incorporated academic bigs and littles into new member education. The pairings are intended to assist new members with academics during new member education. The pairings help build relationships between new and current members. The committee suggests that Phi Kappa Theta be more intentional with the academic pairings, considering not only major but professional interests as well.
- Phi Kappa Theta organized five teams promoting academic accountability in which brothers sharing classes were paired together. There is a dinner at the end of the semester for the most successful team. The teams are Earth and Environmental Sciences/Arts and Sciences, Business, Computer Science and Business, and two Engineering teams.
- Phi Kappa Theta's Academic Chair, along with involved alumni and the Center for Career & Professional Development created a four year career development plan for members. This plan outlines activities from freshman to senior year to help members succeed professionally upon graduation. The committee is impressed with the chapter's four year career development plan.
- Phi Kappa Theta provided several workshops for members. A representative from the Center for Career and Professional Development hosted a presentation entitled "Resumes that Make an Impression" offering resume tips and LUCIE navigation. A representative from the Center for Academic Success hosted a study skills workshop outlining learning types and associated study methods followed by a time management and procrastination workshop. The committee commends Phi Kappa Theta for utilizing campus resources.
- Phi Kappa Theta supports members' academic success using various incentives. Incentives include house points, gift cards, and dinners hosted by the McGarvey Board. The committee challenges Phi Kappa Theta to think of more incentives that can include brothers living outside of the house, as well as pushing members to excel in the classroom.
- Phi Kappa Theta continued to use the academic plan from previous years. Brothers falling below a 3.0 GPA are required to attend study hours every Sunday-Thursday for three hours each day. Brothers falling below a 2.75 GPA are required to have a personal meeting with the chapter's president, Academic Chair to create an academic plan. Brothers that do not comply are either sent to standards, receive house point deductions, or are suspended from the chapter. Across eight semesters of increased improvement, the chapter was able to raise its GPA over 3.0 and the committee commends this long term progress.
- Phi Kappa Theta hosted weekly discussions, with topics ranging from local community issues to those of global scale. In order to practice and better understand concepts of diversity, the chapter focused on themes of ethics and foreign policy. Through the discussions, the committee believes that chapter has created an environment where members are able to express opinions despite differences.
- Phi Kappa Theta executive board members maintained active roles in Break the Silence and worked with the Director of the Office of Gender Violence Education and Support. The

chapter stated that they held a Courageous Conversation that allowed brothers to discuss sexual assault on Lehigh's campus. The committee does not believe that the chapter engaged in this opportunity. The committee recommends that they continue to evaluate the on-going partnership with Break The Silence revisiting the purpose of the relationship.

Chapter Development Question for 2017-2018:

- **How can Phi Kappa Theta continue to develop a more robust scholarship plan that furthers the improvements made in this area?**

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

Facilities Management

- Phi Kappa Theta's common damages for the year were \$109.67.
- Phi Kappa Theta managed openings and closings with no issues.
- Phi Kappa Theta passed life safety inspections and fire drills with one minor violation, a cigarette found in the fire place.
- Phi Kappa Theta held individual members accountable for damage in the chapter facility across two instances. These instances include breaking a window and creating a hole within the chapter house.
- The chapter had multiple incidents throughout the year in which brothers smashed eggs on the walls and ceiling of the house.
- The chapter participates in a number of green initiatives—recycling and composting—and maintains involvement with the Eco Reps program.
- Phi Kappa Theta is encouraged to create a stronger relationship with Residential Services to increase understanding on how the facility should be kept clean. The chapter left the facility very poorly at the end of the spring 2017 semester.

Chapter Development Question for 2017-2018:

- **How is Phi Kappa Theta creating a culture in which members respect the facility?**

In the area of **Facilities Management**, the Committee rated Phi Kappa Theta to be an **Unaccredited Chapter**.

Overall Rating

Overall, Phi Kappa Theta has been rated an Unaccredited chapter by the 2016-2017 Accreditation Committee.

Phi Kappa Theta had an unimpressive year. The chapter believes that they are in a better position from two years ago when the chapter was placed on deferred dissolution. The chapter's theme throughout the year was having a presence, both within the chapter and throughout the community, however the committee finds this to be extremely superficial. The chapter had numerous hazing allegations reported which hurt the chapter's credibility and reputation. Looking forward, the committee encourages the chapter to reflect on internal operations and engagement

within the Fraternity and Sorority Life community to identify improvement areas for the future. The committee also hopes to see the chapter treat their facility with more respect, and utilize the facility for more than social functions. All chapter members must come together to build the credibility of Phi Kappa Theta, positively contribute to the Greek community, and focus on how the chapter contributes to the holistic development of its members. The committee believes that Phi Kappa Theta has the potential to do great things for its members, the Greek community, and the Lehigh community, and looks forward to seeing the chapter improve in the upcoming year.

The Accreditation committee assigns Phi Kappa Theta 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 does Phi Kappa Theta develop members throughout time in the fraternity while incorporating the concept of servant leadership?
- How can Phi Kappa Theta incorporate organizational values to have a more intentional and values-based recruitment?
- How can Phi Kappa Theta explore issues surrounding the chapters reputation (i.e. hazing allegations, the rationale behind partnerships) to build credibility?
- How can Phi Kappa Theta continue to develop a more robust scholarship plan that furthers the improvements made in this area?
- How is Phi Kappa Theta creating a culture in which members respect the facility?