

THETA CHI

Accreditation Report
2016-2017

Leadership & Member Development

- Theta Chi members attended various leadership conferences including the Theta Chi 160th Anniversary Convention, the Sasser's President Conference, and the Theta Chi University local conference.
- The chapter president learned about the Golden Circle concept and implemented it within the chapter. The concept is a way for the chapter to address issues considering the framework of "why, how and what." The committee commends the use of the Golden Circle, but felt that members of the chapter are not able to properly define it.
- Theta Chi members are involved in various campus activities. Members served as the Campus Relations Chair of the Interfraternity Council, Vice President of Marketing for the Class of 2018, and captain of the Men's Golf team. Brothers also participated in the Dreyfus Portfolio and the Technology, Research, and Communication Writing Fellows program.
- The chapter implemented the small chair program. This program is an opportunity for members who do not hold positions on the executive board to have a role within the chapter. There are 20 small chair positions that members can choose from, including Community Service Chair, Philanthropy Chair, Intramural Chair, and Graphic Design Chair. Theta Chi believes the small chair program is an opportunity for those interested in executive board positions to gain experience and prepare themselves for a higher position.
- Theta Chi implemented the New Member Education shadow program where new members shadow the executive board throughout new member education, demonstrating the expectations and realities of serving on the executive board. Of the nine new members, four were elected to positions that they shadowed. The committee supports the shadow program, but worries that appointments lack intentionality and members can burnout.
- Theta Chi set a goal to curb brotherhood apathy. Areas of focus were overall scholastic improvement, recruitment efforts, and cultivating a positive chapter attitude. The committee commends Theta Chi on acknowledging member apathy, but questions why this was a focus of the chapter. Additionally, the committee still does not see full chapter involvement.
- Theta Chi revamped the New Member Education program by incorporating Lehigh's bLUeprint foundations. The chapter also focused on strengthening the academic support system for new members. The committee feels that the chapter can do a better job of incorporating the bLUeprint foundations as new members were not able to confidently reflect upon the foundations.

Chapter Development Question for 2017-2018:

- **How is Theta Chi creating a culture of leadership and positively leveraging said leadership across the campus community?**

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

Organizational Operations

- Theta Chi made changes to the standards board by transitioning from the typical remediation into constructive chapter room presentations. The chapter found this more productive than assigning responsibilities without meaning and it encouraged offenders to have fun and interact with the chapter in a positive way. This change has helped combat brotherhood apathy and resentment towards leadership, which has resulted in far fewer conduct cases.
- Theta Chi recognized that the bylaws were outdated and made four changes to the bylaws. The changes addressed treasurer transition, unexcused absences, room size and financial responsibility. The committee commends Theta Chi for recognizing and making changes to the bylaws.
- The chapter's treasurer and alumni advisor constructed a budget based on the expected expenditures of the chapter, which was reviewed and approved by the membership. The finalized budget was sent to all brothers and parents for transparency. Theta Chi also paid off all of their debts to Theta Chi Fraternity International Headquarters. The committee commends the chapter for solid management of money.
- Theta Chi initiated five men in fall 2016, and 20 men in spring 2017 setting a chapter record for initiated men in one semester. They attributed the success of the large new member class to their recruitment chair, reaching out to men that aligned with the vision of Theta Chi, as well as the involvement of the chapter.
- Theta Chi's has continued to combat apathy and promote intellectualism and community engagement within the chapter. The committee appreciates the chapter's commitment to these issues, but questions how the chapter is tracking progress and giving feedback.
- Theta Chi values the opinions of all members and encourages group decision making for the betterment of the chapter. The committee was disappointed that the chapter was not able to provide an example of group decision making and is uncertain if this is happening.
- The committee notices that Theta Chi does not have any formalized processes regarding officer transitions. The committee recommends that the fraternity create this in order to assist with transitions and increase transparency between executive boards.
- The committee is disappointed that the chapter did not mention anything regarding ritual, and questions whether or not the chapter is incorporating these elements into daily chapter operations.

Chapter Development Question for 2017-2018:

- **What is Theta Chi doing to formalize processes and ensure accountability throughout the chapter?**

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

Community Service & Engagement

- Theta Chi was found responsible for Respect for Community in connection to irresponsibly distributing alcohol in February 2017 and received a disciplinary warning. The committee feels that the members of Theta Chi need to further explore Lehigh policy and medical amnesty as it is the responsibility of the chapter to ensure members understand and abide by policy.
- Theta Chi was implicated in several anonymous hazing allegations during the spring 2017 semester. The committee commends Theta Chi for addressing the issue, but is not

convinced that the chapter is deeply exploring how certain behaviors and actions can lead to hazing reports, conduct issues, etc.

- Theta Chi incorporated a guest speaker series into new member education and the chapter used those speakers to discuss the hazing allegations. The committee finds the chapter loosely understood the missteps that prompted the anonymous hazing reports, and again recommends that the chapter explore this more deeply to avoid future issues.
- Theta Chi supports Community Service Office programs and initiatives, including Spooktacular, Homework Dinners, Snack Bags, and Adopt A Family. The committee commends involvement with these events, but notes that Theta Chi lacks direct service. The committee is not convinced that Theta Chi is engaging in meaningful service or incorporating reflection into existing service.
- Theta Chi participates in philanthropic efforts throughout campus. These included Phiesta Bowl, Dance Marathon, Candyland for CASA, Pi Phi Gives you Wings, Greek Week Pie A President, and Relay For Life.
- Theta Chi did not engage in any national philanthropic efforts regarding the United Service Organization and questions whether or not the chapter is incorporating these elements into chapter operations.
- Theta Chi created a Community Outreach Committee to increase the level of member participation during chapter events. The committee consisted of the Vice President of Health and Safety, the Community Service Chair, and Philanthropy Chair. The goal of the committee is to gather member input as to what type of events members would like to see. The committee then works with members to plan and execute these events, which has increased brother participation.
- Theta Chi states that the chapter serves their fellow man by contributing actively through service, philanthropy, and a reliable helping hand. The committee recommends that Theta Chi explore the definition of active engagement and how this is illustrated throughout the chapter.

Chapter Development Question for 2017-2018:

- **How can Theta Chi cultivate meaningful, purposeful and proactive engagement opportunities for members of the chapter?**

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

Academic & Intellectual Advancement

- Theta Chi was ranked 10th out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.082, an increase of .0795 from the spring 2016 semester. The 3.082 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Chi was ranked ninth out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.01, a decrease of .072 from the fall 2016 semester. The 3.01 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Chi's fall 2016 new member class GPA was 2.58 ranking ninth out of 11 Interfraternity Council chapters. The new member class GPA was 2.85 for spring 2017 ranking seventh out of 17 Interfraternity Council chapters.

- Theta Chi had 22.2% of the chapter on the Dean's List in the fall 2016 semester and 18.8% on the Dean's List in the spring 2017 semester.
- Theta Chi created a Professional Development Committee with representation from each college as part of the scholastic program. The committee's responsibility is to help prepare members seeking interviews for employment. The committee noted that the Professional Development Committee is a great start in promoting professional growth and success, and recommends taking advantage of on campus resources to grow this effort.
- The chapter added the scholastic chair to the executive board. This individual's responsibilities include hosting brotherhood study hours which are required twice a week for brothers under a 2.25 GPA. The committee feels that 2.25 is a low threshold and recommends raising the minimum requirement since the chapter's GPA decreased between the fall and spring semesters.
- The chapter's scholastic chair is also responsible for the continuation of the mentor program. New members are paired with older brothers that share compatible academic tracks, dispositions, and interests. The mentors serve as resources for future courses, test preparation, and general assistance. The committee has concerns regarding the training and requirements for mentors and recommends that the chapter partner with the Center for Academic Success.
- The chapter hosted various alumni and guest speakers from the Office of Student Conduct, Health Center, and Lehigh University Police Department. Topics covered world issues, lifestyle, and campus relations. The committee believes the speaker series is a growth opportunity.
- The chapter failed to address last year's chapter development question, and the committee is not convinced that the chapter is intentionally creating settings that foster intellectual development and promote learning about diversity, inclusion, power, and privilege. These are institutional values, and the chapter should explore these more closely if it wishes to remain relevant within the campus community.
- The committee is concerned that Theta Chi does not take advantage campus resources. The committee recommends that the fraternity create a formalized academic plan which includes campus resources to help with Theta Chi initiatives such as their mentor program, guest speaker series, and professional development committee.
- Theta Chi members and alumni have seen success in their professional careers. Alumni members have given tours of their companies to active brothers interested in their respective fields. Members of the class of 2017 have obtained employment at prestigious multidisciplinary companies, while members of the class of 2018 have been accepted into internships across various industries including film production, biotechnology, accounting, and consulting.

Chapter Development Question for 2017-2018:

- **How can Theta Chi incorporate campus resources, such as the Center for Career & Professional Development, into the operations of the fraternity?**

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

Facilities Management

- Theta Chi's common damages for year were \$27.75.

- Theta Chi managed openings and closings with no issues.
- Theta Chi passed life safety inspections and fire drills with zero violations.
- Theta Chi failed occupancy in the fall 2016 semester, but achieved occupancy in the spring 2017 semester, which the committee commends. The chapter thanked a senior member who moved back into the house.
- Theta Chi worked in partnership with Residential Services to start a glass initiative. The chapter announced this initiative during a chapter meeting and placed labeled boxes near all recycling cans.
- Theta Chi turned the chapter room into an accommodating place for brothers to study to promote high academic performance, particularly during exams. The chapter brought up extra tables and chairs from the basement into the common area and pushed couches against the walls.
- Theta Chi has continued to build a transparent and open relationship with Residential Services, with a Residential Services staff member serving as their staff advisor.

Chapter Development Question for 2017-2018:

- **How can Theta Chi continue to incorporate green initiatives within the facility?**

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

Overall Rating

Overall, Theta Chi has been rated an Accredited chapter by the 2016-2017 Accreditation Committee.

While Theta Chi is an Accredited Chapter, the committee's perception is that the chapter is simply existing. Theta Chi does good things, but does not seek outside resources to create formal processes to assist members. The committee feels that Theta Chi has slipped from being a model chapter within the Interfraternity Council and having known leaders across campus. Looking forward, Theta Chi should utilize the resources that Lehigh provides in order to better support its members. The chapter also needs to encourage members to be engaged within the chapter, the fraternity and sorority community, as well as Lehigh overall. With this engagement, the chapter will come out of isolation, have a better understanding of campus climate, and identify where they can create a lasting impact. The chapter can also share some of the good things they do (such as their success in recruitment) with other chapters to help strengthen the Greek community. The committee is excited to see Theta Chi incorporate themselves back into the community.

The Accreditation committee assigns Theta Chi an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is fully successful in all metrics and is an active contributor to the Greek and Lehigh communities.

Chapter Development Questions

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