

THETA XI

Accreditation Report
2016-2017

Leadership & Member Development

- Theta Xi sent representatives to the Rising Stars National Leadership Academy and the Theta Xi National Conference. Members brought back ideas and advice from their National President and other brothers from across the country. The Committee commends the chapter for actively engaging in these opportunities.
- The chapter hosted the 2017 Northeast Newell District Leadership Academy (NDLA) at Lehigh University. This was attended by more than 30 undergraduate brothers from nearby institutions.
- The Committee is concerned about how decisions are made in the chapter. The executive board makes decisions in a top-down fashion where general members are consulted as necessary. The Committee recommends that the executive board create an environment where brothers' voices can be heard so that they may contribute to leading and shaping the Eta chapter.
- The Committee is disheartened by the low involvement of members in organizations outside of the chapter. Of those who are involved across campus, many do not hold leadership positions within those organizations. The Committee encourages the chapter to get involved across campus and build a stronger reputation within the Lehigh community. This is a repeated recommendation from last year.
- The chapter increased transparency between the executive board and the general membership. The executive board hosted open meetings, shared their meeting minutes, and developed a job shadowing program where members interested in executive board positions could shadow current leaders.
- The Committee recommends that the chapter create an overall membership development plan beyond associate member education in order to be more intentional in the growth of brothers throughout their fraternal experience.
- Theta Xi canceled parties for a week in order to reflect upon President Simon's letter to the campus community regarding the nearly fatal drinking incidents on campus during the spring 2017 semester. The Committee is concerned that the chapter believes this is an adequate response and encourages the chapter to continue reflecting and identify ways to be a leader in encouraging safe drinking habits in our community.

Chapter Development Question for 2017-2018:

- **How can the chapter go beyond a superficial, positional definition of leadership to encourage members to actively contribute to the growth and development of the organization?**

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

Organizational Operations

- Theta Xi organizes “Preemptive Brother Reviews” through their standards board in order to flush out potential individual issues before they become larger problems that may impact the chapter as a whole. The Committee commends the chapter for this proactive practice.
- Theta Xi recognizes brothers who positively contribute to the chapter by awarding Brother of the Week, Brother of the Month, and Bi-Annual Best Brother. The Committee encourages the chapter to continue offering positive incentives for brothers who lead others by example.
- The chapter has sustained the effectiveness of the standards board following improvements made last year. This was demonstrated when the board held members accountable for an off-campus disorderly house violation. This proved to be successful as they did not have any other disorderly house violations compared to five in 2015-2016.
- Theta Xi continues to utilize their bLUeprint committees, expanding this effort beyond chapter development questions in order to focus on all aspects of the Accreditation metrics. The Committee commends the chapter for their creative use of committees and refining their functions to maintain effectiveness.
- Theta Xi shifted the focus of recruitment in order to prioritize academic performance. They capitalized on their areas of involvement to find potential members. Additionally, their conversations with recruits involved targeted questions in order to gauge their level of academic achievement and professional focus.
- The Committee recommends that the chapter revisit building relationships with on campus resources such as the Community Service Office and the Center for Academic Success in order to enrich their operations across multiple focus areas.
- Theta Xi continues to use the Golden Circle concept through organizational operations including Accreditation and associate member education. The Committee commends the chapter for their sustainable use of this framework and encourages them to infuse this across all operations.
- The chapter seems to implement policies, practices, and procedures as reactionary measures that are not often sustained over time. The Committee recommends that the chapter review their officer transition plan to (1) include strategic planning and goal setting and (2) reflect on strengths, challenges, and opportunities. These approaches will help the chapter increase intentionality and create consistency.

Chapter Development Question for 2017-2018:

- **How can the chapter ensure the sustainability of organizational and structural changes in order to maintain a proactive approach?**

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

Community Service & Engagement

- Theta Xi continues to partner with Lehigh Valley’s Habitat for Humanity ReStore by sending at least five brothers on a weekly basis.
- Theta Xi set a strict standard for expected participation in philanthropy and service efforts. In their attempts to create a culture shift, the chapter increased their overall hours of philanthropy and service from 250 to over 550 this year. While the Committee commends the chapter for this increase, they are concerned that the chapter is focused mainly on philanthropic efforts and encourages them to expand upon their direct service within the Bethlehem community.

- The chapter hosted a fundraiser for the Seeing Eye Foundation with Gamma Phi Beta. They chose this foundation because one of their brothers benefited from his positive experiences with therapy animals while undergoing multiple surgical procedures for a medical condition.
- The chapter developed a program named “Century Brothers” where current, active members call alumni with 100-500 Eta numbers, or member numbers, before their own. This program engages alumni who may otherwise be uninvolved. The Committee commends the chapter for this creative way to build meaningful relationships across the Eta chapter membership.
- Theta Xi was placed on Disciplinary Probation through December 18, 2017 after being found responsible for Respect for Community—fire safety violation and Respect for Self—unauthorized consumption, distribution, or possession. An underage member, who was in possession of alcohol, set off the fire alarm and an exit was blocked. The sanctions assigned for this incident were not fully completed by the initial deadline.
- The chapter had their Disciplinary Probation extended through December 31, 2018 for accepting responsibility for Respect for Community—encouraging or facilitating others in actions that violate the Code of Conduct; Respect for Others—not acting in a civil manner; and Respect for Community—failing to comply. Specifically, the chapter was involved in an incident where an unrecognized member of the organization sent an offensive message that targeted another unrecognized member of Theta Xi and Panhellenic sorority women.
- The Committee is deeply concerned that the chapter continues to push blame for the offensive message onto the culture of the larger fraternity and sorority community. It is clear that the chapter does not recognize the serious impact this incident had on the entire campus community as they continue to consider the student responsible for future membership in the organization.
- The chapter made commitments to exhibit their learning about inclusion to the community through attendance at Panhellenic’s At the Intersection program, the It’s On Us Consent Walk, and hosting a Courageous Conversation on this topic. They have failed to follow through on any of these actions with zero sense of urgency.
- Theta Xi destroyed organizational credibility with fellow fraternity and sorority members as well as various faculty and staff across campus. The Committee recommends that Theta Xi further reflect on the role they play in the perpetuation of sexism in the fraternity and sorority community and use this as an opportunity to be a leader on campus in affecting change.

Chapter Development Question for 2017-2018:

- **How can Theta Xi utilize available resources and campus experts to shift the culture of casual sexism within the organization?**

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

Academic & Intellectual Advancement

- Theta Xi was ranked 17th out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 2.81816, an increase of .02898 from the spring 2016 semester. The 2.81816 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi was ranked 13th out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.93, an increase of .11184 from the fall 2016 semester. The 2.93 GPA placed the chapter below the All Fraternity and All Greek average.

- Theta Xi's spring 2017 new member class GPA was 2.78 ranking 11th out of 17 Interfraternity Council chapters.
- Theta Xi had 18.4% of the chapter on the Dean's List in the fall 2016 semester and 8.2% on the Dean's List in the spring 2017 semester.
- The Committee commends the chapter for setting the goal of incrementally increasing the GPA requirements from 2.25 to 2.5 while working to support struggling members in meeting the new expectations.
- Theta Xi hosts a "Smart Guy Dinner" and awards a "Best Brother" award. While positive incentives are good practice, the Committee is concerned about the message the titles send to those who do not achieve this recognition. It is recommended that the chapter find ways to also reward brothers for their improvement.
- Theta Xi had a brother present to the chapter about his undergraduate research project. This engaged brothers in a conversation about research opportunities on campus and how to seek them out. The Committee considers this a best practice.
- The chapter combined the Academic Chair and the New Member Educator positions in order to foster an academic focus with the associate members. The committee is concerned that combining these positions might compromise the effectiveness of the roles. The committee encourages the chapter to identify other strategies that would be more effective in promoting a culture of academic success within the associate member class.
- The Committee is concerned about the break that members take when struggling academically. There seem to be unclear guidelines as to what level of involvement members may have during this break, specifically around social event participation. The Committee does not believe that the current system is effective in encouraging good study habits.
- The chapter facilitated a resume workshop for members. The Committee encourages the chapter to utilize on-campus resources, such as the Center for Career and Professional Development, in order to continue and expand upon these professional development opportunities.
- Theta Xi has taken steps in the right direction and put a plan in place to increase their chapter GPA but has yet to generate results. The Committee encourages the chapter to sustain these efforts in order to see progress into the next academic year.
- Theta Xi hosted a workshop with Dr. Rita Jones, Director of the Women's Center, following the incident regarding the offensive message. The content of this workshop was focused on inclusivity and how to be an active bystander when members may disagree with one another's language or behaviors. The Committee recommends that the chapter continue exploring this issue while engaging the greater Interfraternity Council community.

Chapter Development Question for 2017-2018:

- **How can the chapter utilize the resources available to them in order to create a culture of Creative Curiosity across the membership?**

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

Facilities Management

- Theta Xi had no common damages for 2016-2017.

- Theta Xi had a major life safety violation at closing for winter break. Specifically, the chapter had cigarette butts and paper burned in the fire place. The individuals responsible were identified and held accountable through both the organization and the institution. The chapter managed other openings and closings without issue or life safety violations.
- The chapter had one life safety violation this year. To address this issue, Brooke Clayton from the Office of Residential Services facilitated a discussion with chapter members about proper behavior and how to avoid future incidents.
- The chapter improved their sustainability efforts by adding enough recycling bins to have a 1:1 ratio of recycling bins to trash bins.
- Theta Xi met occupancy for fall 2016 but did not meet the occupancy requirement for spring 2017 at 87%. This marks the first failure to meet the 90% occupancy requirement with a projected facility loss date of February 2, 2018. The chapter is hopeful they will address this issue and meet occupancy for fall 2017. The Committee is concerned that the chapter has been inconsistent over the years regarding occupancy and meets requirements just in time to reset their timeline.
- The Committee commends Theta Xi for investing in their facility and making improvements to their chapter room. This provided additional study space and created a nice common area for brothers to spend time together in.

Chapter Development Question for 2017-2018:

- **How can the chapter expand their eco-friendly initiatives beyond recycling in order to continue improving upon the treatment of the facility?**

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

Overall Rating

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

Theta Xi has focused heavily on the “why” behind what they do as a chapter and has been using this framework to implement positive change over the course of the year. The Committee is hopeful that the new structures and procedures put in place will be effective in yielding results in the coming years. However, a lot of what the chapter does seems to be in reaction to an issue that the organization faces whether that be poor GPA, conduct incidents, or otherwise. As a result, Theta Xi has struggled to maintain forward momentum and the Committee is concerned with the inconsistent progress of the chapter over the past few years. The chapter has begun taking steps in shifting the chapter culture towards a culture of accountability. While this is a good start, Theta Xi must learn to take responsibility for their actions and truly exhibit learning from their mistakes rather than just taking steps in order to meet the expectations set forth for the fraternity and sorority community.

The Accreditation committee assigns Theta Xi 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 go beyond a superficial, positional definition of leadership to encourage members to actively contribute to the growth and development of the organization?
- How can the chapter ensure the sustainability of organizational and structural changes in order to maintain a proactive approach?
- How can Theta Xi utilize available resources and campus experts to shift the culture of casual sexism within the organization?
- How can the chapter utilize the resources available to them in order to create a culture of Creative Curiosity across the membership?
- How can the chapter expand their eco-friendly initiatives beyond recycling in order to continue improving upon the treatment of the facility?

Best Practices

- Theta Xi had a brother present to the chapter about his undergraduate research project. This engaged brothers in a conversation about research opportunities on campus and how to seek them out. The Committee considers this a best practice.