

ALPHA EPSILON PI

Accreditation Report
2017-2018

Leadership & Member Development

- Alpha Epsilon Pi supports members' development beyond the chapter by awarding housing points for involvement in other campus organizations (more for leadership positions held), attending campus events, exceeding community service requirements and high academic achievement.
- The chapter consulted with the Office of the Student Engagement and hosted two leadership seminars for sophomores and new members respectively. The seminars explored non-positional leadership and encouraged brothers to empower one another. The committee commends the chapter on the use of campus resources to foster leadership development.
- The chapter hosted Alpha Epsilon Pi's regional conference, the Mid-Atlantic Regional Conclave. Hundreds of brothers representing more than 20 institutions attended as the event focused on sharing best practices and gaining a deeper understanding of the organization. This illustrates the strong relationship the chapter has with Headquarters as well as the exemplary performance of the chapter.
- Alpha Epsilon Pi recognizes that the chapter is on the brink of over-programming and needs to reevaluate the member experience in relation to time commitment. The committee is impressed with this reflection and encourages the chapter to follow through on meaningful engagement instead of a large volume of opportunities.
- The chapter's new member education program integrates Alpha Epsilon Pi's core principles, bLUeprint foundations as well as the Six Qualities of an Ideal Brother. The committee commends the chapter for placing an emphasis of values-based education during this crucial period.
- The chapter had a member, Ian Davis, serve as the 2017-2018 Interfraternity Council Vice President. He took on the role of President beginning in November 2017 after the dissolution of a chapter removed the person in office. Davis received the Bosey Reiter Leadership Cup at the 2018 Student Life Leadership Awards, one of the top prizes awarded. Additionally, the 2018-2019 Interfraternity Council President is also a member of Alpha Epsilon Pi.
- The chapter had five members participate in the 2017-2018 GEM program, three as mentees and two as mentors. This involvement fostered discussions regarding the Greek community within the chapter and their role in addressing issues such as power and traditions and gender violence.
- Alpha Epsilon Pi diffuses leadership throughout the chapter by utilizing a committee system. Brothers are required to serve on at least one committee and may choose from 11 available options. The chapter has seen high levels of member involvement as a result of this system, and this allows members to influence the direction of the chapter.
- Chapter members attended the Alpha Epsilon Pi 104th Annual Convention in Las Vegas. The four day conference introduced new national initiatives as well as training for specific officer positions.

Chapter Development Question for 2018-2019:

- **How can the chapter consider "quality over quantity" when it comes to programming?**

In the area of **Leadership & Member Development**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Organizational Operations

- The chapter developed a 2017-2018 vision statement in addition to long term objectives and short term goals. The goals were specific and measureable which allowed the chapter to monitor progress throughout the year. The committee commends the chapter on clear goal-setting and benchmarking.
- The chapter implemented a new receipt-tracking process to address inefficiencies and disorganization with the reimbursement process. The new online system reduces paperwork and archives images for IRS purposes. The committee considers this a best practice.
- Alpha Epsilon Pi has been extremely proactive in establishing positions, policies and procedures to address the transition to a residential facility. The House Manager, which serves on the Executive Committee, and Housing Operations Committee have been created in addition to adjusting the chapter constitution and by-laws to reflect Lehigh housing policies.
- The chapter uses the previous year's Accreditation report as a framework in guiding programming and initiatives. Specifically, the chapter development questions are used as an additional tool for goal-setting. The committee considers this a best practice.
- Alpha Epsilon Pi changed the title of "Philanthropy Chair" to "Philanthropy & Community Service Chair." This was important to the chapter to distinguish between fundraising and direct service opportunities, both of which are valued by the chapter.
- The chapter voted to move the Standards Board under the Sentinel position instead of the Brother-at-Large. The chapter felt this increased a sense of accountability since the Sentinel is responsible for Ritual and is typically a responsible and respected senior member.
- The chapter collects 100% of dues and is in the middle of a major fundraising campaign to furnish the facility. The Exchequer has worked with the Lehigh Fund and the Alumni Board of Advisors to manage these efforts.
- Alpha Epsilon Pi set a goal to increase the chapter membership by at least 20% from the spring 2017 size. The chapter executed a highly successful and values-based recruitment resulting in a 63% growth increase.

Chapter Development Question for 2018-2019:

- **How can the chapter adapt operationally to remain structurally sound as members occupy a facility?**

In the area of **Organizational Operations**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Community Service & Engagement

- Alpha Epsilon Pi consulted with the Community Service Office and created a yearlong service initiative, Sunday Southside Clean-up. The chapter's focus on direct service, cultivating opportunities to partner with multiple Greek organizations, and building a connection with the local community earned recognition at the Fraternity and Sorority Leadership Awards for "Commitment to Service." The committee applauds the chapter for such an impressive program and considers this a best practice.

- The committee commends the chapter for setting and exceeding a chapter service goal of 600 hours. The chapter achieved this by incentivizing direct service and providing multiple opportunities throughout the year. The committee also recommends that the chapter explore incorporating service without external motivators.
- The chapter has an active faculty/staff advisor as well as an alumni advisory board. The chapter also hosted a summer event in New York City with Israel Defense Forces squad commander and honorary AEPi brother Izzy Ezagui and invited area alumni to attend.
- Alpha Epsilon Pi commemorated those who lost their lives in the Holocaust with the annual "We Walk to Remember" event in which a survivor also spoke. The chapter continues to be a leader in the Jewish community at Lehigh and frequently collaborates with Chabad and Hillel for programming.
- The chapter was found responsible by the Interfraternity Judicial Board for violating the hard alcohol ban during the spring 2018 recruitment period. The committee believes this to be antithetical to the values-based approach that the chapter uses to recruit and hopes the chapter will not succumb to social pressure in the future.
- Alpha Epsilon Pi supports The Heroes to Heroes Foundation nationally. The chapter hosted three fundraisers in support of this cause: Hoops for Heroes, Hotdogs for Heroes as well as the Izzy Ezagui summer program.
- The chapter has actively been preparing for occupying a facility by launching a fundraising campaign for their Programming and Education Fund. In collaboration with The Lehigh Fund, the chapter has raised over \$16,000 from alumni and is well on their way to reach the \$30,000 goal.
- The chapter currently has a strong connection to Student Senate and the Bethlehem Outreach Committee by way of one active member. The committee encourages the chapter to sustain this relationship moving forward, particularly when the member no longer serves in an official Senate role.

Chapter Development Question for 2018-2019:

- **How can the chapter be a leader in the Greek community regarding issues of diversity and inclusion beyond the Jewish organizational identity?**

In the area of **Community Service & Engagement**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Academic & Intellectual Advancement

- Alpha Epsilon Pi was ranked first out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.30, an increase of 0.06 from the spring 2017 semester. The 3.30 GPA placed the chapter above the All Fraternity and All Greek average.
- Alpha Epsilon Pi was ranked first out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.33, an increase of 0.03 from the fall 2017 semester. The 3.33 GPA placed the chapter above the All Fraternity and All Greek average.
- Alpha Epsilon Pi's fall 2017 new member class GPA was 3.255 ranking fourth out of nine Interfraternity Council chapters. The new member class GPA was 3.19 for spring 2018 ranking first out of 14 Interfraternity Council chapters.
- Alpha Epsilon Pi had 44.1% of the chapter on the Dean's List in the fall 2017 semester and 35.6% on the Dean's List in the spring 2018 semester.

- The chapter revised their Academic Success Plan to intervene earlier if a student is struggling and incorporate more Lehigh support services. Additionally, the chapter uses peer mentors, Civics Advisors and “academic big brothers,” to monitor performance.
- The chapter uses an academic success planner to encourage achievement in the classroom. The committee commends the chapter on making these resources available to all members and the resulting academic performance of the chapter.
- Alpha Epsilon Pi hosted a resume workshop and career panel featuring two alumni before the spring career fair. The committee considers the involvement of alumni in professional development activities a best practice.
- The committee recommends that the chapter continue the practice of a “day-off” from all chapter activities. This fosters campus involvement and academic engagement beyond the fraternity.
- Alpha Epsilon Pi had members attend lectures by Carly Fiorina and Mary Robinson. The chapter promotes these events at weekly meetings and believes the personal growth of members is equally important as academic performance. The committee commends the chapter on its commitment to intellectual development.

Chapter Development Question for 2018-2019:

- **How can the chapter use the facility as shared space that fosters intellectual growth for members?**

In the area of **Academic & Intellectual Advancement**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Alpha Epsilon Pi has been rated an Accredited with Excellence chapter by the 2017-2018 Accreditation committee.

The chapter was extremely successful this year focusing on effectiveness, leadership, delegation and affirmation. The chapter continues to use strong frameworks, such as goal-setting, organizational transparency, and consistent progress tracking to accomplish their objectives. Additionally, Alpha Epsilon Pi is creating new programs that are already becoming signature experiences within the Greek community. As the chapter transitions into a residential facility, the committee challenges members to maintain the high level of performance the organization is known for. The committee congratulates the chapter on consistently seeking improvement and also recommends that the chapter continue to refine the fraternity experience by offering meaningful engagement opportunities.

The Accreditation committee assigns Alpha Epsilon Pi 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 the chapter consider “quality over quantity” when it comes to programming?

- How can the chapter adapt operationally to remain structurally sound as members occupy a facility?
- How can the chapter be a leader in the Greek community regarding issues of diversity and inclusion beyond the Jewish organizational identity?
- How can the chapter use the facility as shared space that fosters intellectual growth for members?

Best Practices

- The chapter implemented a new receipt-tracking process to address inefficiencies and disorganization with the reimbursement process. The new online system reduces paperwork and archives images for IRS purposes. The committee considers this a best practice.
- The chapter uses the previous year's Accreditation report as a framework in guiding programming and initiatives. Specifically, the chapter development questions are used as an additional tool for goal-setting. The committee considers this a best practice.
- Alpha Epsilon Pi consulted with the Community Service Office and created a yearlong service initiative, Sunday Southside Clean-up. The chapter's focus on direct service, opportunity to partner with multiple Greek organizations and build a connection with the local community earned recognition at the Fraternity and Sorority Leadership Awards for "Commitment to Service." The committee applauds the chapter for such an impressive program and considers this a best practice.
- Alpha Epsilon Pi hosted a resume workshop and career panel featuring two alumni before the spring career fair. The committee considers the involvement of alumni in professional development activities a best practice.