

## **ALPHA TAU OMEGA**

Accreditation Report  
2017-2018

### **Leadership & Member Development**

- The chapter's president and membership educator attended National Headquarters' Presidents Retreat in Indianapolis over winter break. Attendees participated in sessions focused on leadership engagement, assessing personal and chapter values, and goal setting. The president left feeling empowered to further integrate ritual in all chapter efforts.
- Alpha Tau Omega members serve in leadership capacities across Student Senate, club sports, and the National Association of Black Accountants. Multiple members also created clubs on campus this year including Cryptocurrency Club and Local Business Development Club.
- The chapter supported the Interfraternity Council's new member education guidelines and revamped their new member education plan. Alpha Tau Omega included the purpose of every event in the plan as well as built-in sessions to provide an overview of chapter functional areas. Additionally, the new member class met with the chapter's faculty advisor to discuss academic goals. The committee consider this a best practice.
- The committee commends the chapter for focusing on the leadership development of all members. During the presentation, Alpha Tau Omega reflected on their previous up and down Accreditation performance and attributed this to general membership apathy and lack of accountability.
- Alpha Tau Omega had three brothers attend the LeaderShape Institute. Attendees reflected on the importance of working with students from various backgrounds for a common purpose. Members that participated built relationships that led to the "Campus Connector Party". While the committee applauds the chapter on sustaining relationships built at LeaderShape, they challenge the chapter to discover meaningful ways to build community outside of parties.
- Alpha Tau Omega incorporated Good of the Order at the end of every chapter meeting in order to allow brothers the ability to speak their mind. This initiative provides an opportunity to share opinions on fraternity business or discuss controversial issues in society.
- The chapter leadership participated in a summer retreat facilitated by Carter Gilbert, Assistant Director for the Office of Student Engagement. Officers completed the Myers Briggs Type Indicator (MBTI) instrument and discussed how individual personality types show up in teamwork and communication.

### **Chapter Development Question for 2018-2019:**

- **How can Alpha Tau Omega further integrate external leadership experiences and learnings into the chapter culture?**

In the area of **Leadership & Member Development**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

### **Organizational Operations**

- The chapter executive board instituted a new points system to track individual contributions to the organization. Points are awarded for attendance at philanthropy events, chapter

meetings, leadership workshops, etc. The committee recommends tracking progress towards goals through the points system.

- Alpha Tau Omega followed a recommendation from National Headquarters to develop a formal budget. This budget was presented to the chapter at the beginning of the fall semester in order to remain transparent about chapter funds and receive feedback. The chapter was able to renegotiate a contract with Campus Cooks and cut meal costs by almost \$20,000.
- The committee recommends overhauling chapter bylaws in order to account for all of the changes implemented over the 2017-2018 academic year. Alpha Tau Omega should also consider utilizing a platform to ease transition of organizational documents (i.e. Google Team Drive).
- The chapter executive board met weekly and opened up the meetings for general membership to attend. Various brothers participated depending on what the chapter was working on at the time. Chapter leadership increased transparency and encouraged shared leadership through this initiative.
- The committee commends Alpha Tau Omega on the consistent use of the chapter's judicial board for minor and larger issues. Additionally, the chapter judicial board served as a proactive resource for brothers facing personal hardships or in need of academic guidance.
- Alpha Tau Omega recruited only eleven men between the fall and spring semesters. The committee recommends that the chapter think through how to create meaningful experiences with potential new members rather than fun events.
- The chapter leadership communicated proactively and consistently with National Headquarters, the Office of Fraternity and Sorority Affairs, the Interfraternity Council and alumni. Alpha Tau Omega leveraged these partnerships to brainstorm ideas, receive feedback, and keep all stakeholders updated on the chapter's progress.
- Alpha Tau Omega successfully navigated a transition in election cycles mandated by National Headquarters. The chapter witnessed unexpected benefits of having two leadership boards working towards chapter goals. The committee recommends thinking through the sustainability of these benefits through an officer shadowing opportunity or similar process.

#### **Chapter Development Question for 2018-2019:**

- **What responsibility do individual members have in the accomplishment of chapter goals?**

In the area of **Organizational Operations**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

#### **Community Service & Engagement**

- Alpha Tau Omega received a Disciplinary Warning after accepting responsibility for violating Respect for Community and Respect for the Law. The chapter hosted a large party that resulted in a citation from LUPD for a disorderly house. Additionally, the chapter received two Interfraternity Council Judicial Committee (IJC) off-campus noise violations.
- The chapter was placed on Disciplinary Probation through May 15, 2018 after accepting responsibility for Respect for Community (Social Policy – Irresponsible Distribution of Alcohol) and Respect for Community (Encouraging Others). A student required medical attention after being provided alcohol at a chapter event. As a result, Alpha Tau Omega was required to revise their risk management plan and develop a presentation on date party best practices.

- Alpha Tau Omega partnered with Camelot for Children, a non-profit based in the Lehigh Valley providing support to children diagnosed with terminal, chronic, or serious illnesses and disabilities. The chapter was introduced to this organization by an alumnus. Alpha Tau Omega members have donated almost 200 hours of service to Camelot for Children.
- The chapter volunteered for the Leukemia and Lymphoma Society's annual Light the Night Walk by assisting with check-in, parking cars, and packing away equipment at the close of the event. In total, the chapter provided 120 hours of service and \$465 in donations to the Leukemia and Lymphoma Society.
- The committee challenges Alpha Tau Omega to discover ways to continue bridging the gap between Greek and unaffiliated students. The chapter has social capital that could move the Greek community forward on this front.
- Alpha Tau Omega continued their partnership with the Best Buddies Program by hosting their signature event Buddy Bash with Gamma Phi Beta. The chapter raised \$1,265. The event is open to Lehigh University students, faculty and staff and consists of music, food, and conversation. The committee recommends expanding on these efforts to educate the community on the social, physical and economic isolation of people with intellectual and developmental disabilities (IDD).
- The chapter hosted Officer Houtz, Chief Shupp and Chief Schiffer for dinner and conversations at various times throughout the year. The purpose of these visits was to discuss risk management best practices and methods for getting involved with South Bethlehem.
- Alpha Tau Omega directly responded to last year's chapter development question by partnering with the Office of Gender Violence and Support as well as Break The Silence in order to co-sponsor and host events. Nine members of the chapter helped to facilitate a presentation during Orientation about the dangers and harm of sexual assault and gender violence.
- The committee is concerned about the intent of chapter service efforts and urges Alpha Tau Omega to think about how the chapter meets the needs of the community rather than the impact of service saving the name of fraternity or the chapter.
- The chapter maintained communication with alumni through the delivery of a semesterly newsletter highlighting recent successes and opportunities for alumni to engage with the active brotherhood.
- Alpha Tau Omega participated in a range of philanthropic and service opportunities including Adopt-A-Family, Broughal Bowling, Alpha Epsilon Pi's Sunday Cleanup, and Polar Plunge. Through these efforts, the chapter provided roughly 150 hours of service and donated \$650.

#### **Chapter Development Question for 2018-2019:**

- **How does the chapter plan to sustain partnerships built with faculty and staff long-term?**

In the area of **Community Service & Engagement**, the committee rated Alpha Tau Omega to be an **Unaccredited Chapter**.

#### **Academic & Intellectual Advancement**

- Alpha Tau Omega was ranked seventh out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.08, an increase of 0.12 from the spring 2017 semester. The 3.08 GPA placed the chapter above the All Fraternity average.

- Alpha Tau Omega was ranked second out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.16, an increase of 0.08 from the fall 2017 semester. The 3.16 GPA placed the chapter above the All Fraternity average.
- Alpha Tau Omega's fall 2017 new member class GPA was 2.8367 ranking sixth out of nine Interfraternity Council chapters. The new member class GPA was 2.92 for spring 2018 ranking sixth out of 14 Interfraternity Council chapters.
- Alpha Tau Omega had 18.8% of the chapter on the Dean's List in the fall 2017 semester and 20.8% on the Dean's List in the spring 2018 semester.
- The chapter leadership met with staff from the Center for Academic Success at the beginning of the fall semester. This time together was used to gather advice on ways to positively reinforce academic achievement while also supporting members struggling with coursework. Alpha Tau Omega believes incorporation of this advice is the direct cause of six brothers below the chapter GPA requirement experiencing a collective increase in .51 points.
- The committee recommends Alpha Tau Omega provide opportunities for intellectual development outside of the classroom. Lehigh provides a number of programs that provide learnings centered on cultures, fine arts, etc.
- Alpha Tau Omega hosted a faculty and staff barbeque in conjunction with Mu Sigma Upsilon, a Cultural Greek Council sorority. This event allowed students to engage with faculty and staff in a relaxed environment. A faculty member endorsed Alpha Tau Omega and appreciated the chapter's role in providing networking opportunities.
- The chapter collaborated with Center for Career and Professional Development in order to provide workshops for members. These covered a range of topics including resume and cover letter writing, interviewing techniques, and building LinkedIn and Handshake profiles.
- The committee commends the chapter's utilization of both a faculty and staff advisor. Through this approach, Alpha Tau Omega regularly engages with University administration through an academic and co-curricular lens in order to better meet the needs of members.
- Alpha Tau Omega awards the Barthold Scholarship to an upcoming junior and senior with the highest GPA. These scholarships are funded by alumni to help recognize positive academic achievement. Additionally, a brother was honored with Lehigh's Presidential Scholarship.

#### **Chapter Development Question for 2018-2019:**

- **How can Alpha Tau Omega capitalize on peer mentorship to further enhance intellectual advancement?**

In the area of **Academic & Intellectual Advancement**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

#### **Facilities Management**

- Alpha Tau Omega had no common damages for 2017-2018.
- Alpha Tau Omega managed openings and closings with no issues.
- Alpha Tau Omega passed life safety inspections and fire drills with zero violations
- The chapter successfully met occupancy for both the fall and spring semesters.
- The chapter implemented a policy in the facility in which the house manager places belongings that were left lying around into a lost and found bin. If the items are not claimed by Sunday at 4pm, they are donated. The committee considers this a best practice.

- Alpha Tau Omega developed a Wally walk and feeding rotation for brothers living in the house. This helped to spread responsibility across the membership. The brotherhood comes together to spend time with Wally and ensure he lives a healthy life.
- The committee recommends the chapter explore green initiatives or sustainability efforts that could be integrated into facilities management.
- The chapter enforced facility-use expectations through the standards board. There were four standards board meetings for facility-related incidents. Minutes from these meetings were made public to prevent other members from making similar infractions.

#### **Chapter Development Question for 2018-2019:**

- **How does the chapter plan to sustain respect for the facility in the coming year?**

In the area of **Facilities Management**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

#### **Overall Rating**

**Overall, Alpha Tau Omega has been rated an Accredited chapter by the 2017-2018 Accreditation committee.**

Alpha Tau Omega was intentional about addressing chapter development questions from last year and the success is evident. The committee commends the chapter on progress made in sharing leadership and responsibility across the chapter as well as building a coalition of partnerships with faculty and staff. Alpha Tau Omega should continue to structure their academic plan through the use of campus resources and assess plan efficiency. Additionally, the chapter should strive to eliminate all conduct violations that threaten the chapter's hard work or credibility. If Alpha Tau Omega remains on their current trajectory, the chapter is well on their way to being a top performing organization at Lehigh.

**The Accreditation committee assigns Alpha Tau Omega an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.**

#### **Chapter Development Questions**

- How can Alpha Tau Omega further integrate external leadership experiences and learnings into the chapter culture?
- What responsibility do individual members have in the accomplishment of chapter goals?
- How does the chapter plan to sustain partnerships built with faculty and staff long-term?
- How can Alpha Tau Omega capitalize on peer mentorship to further enhance intellectual advancement?
- How does the chapter plan to sustain respect for the facility in the coming year?

#### **Best Practices**

- The chapter bought into the Interfraternity Council's new member education guidelines and revamped their new member education plan. Alpha Tau Omega included the purpose of every event in the plan as well as built-in sessions to provide an overview of chapter

functional areas. Additionally, the new member class met with the chapter's faculty advisor to discuss academic goals. The committee consider this a best practice.

- The chapter implemented a policy in the facility in which the house manager places belongings that were left lying around into a lost and found bin. If the items are not claimed by Sunday at 4pm, they are donated. The committee considers this a best practice.