

DELTA CHI

Accreditation Report
2017-2018

Leadership & Member Development

- Delta Chi has a few members who take advantage of campus leadership development opportunities. The current “A”, or chapter president, participated in the Greek Emerging Leaders program in fall 2017. Additionally, the current associate member counselor (AMC) attended the 2018 Association of Fraternal Leadership and Values (AFLV) conference. Knowing that not a single Delta Chi member applied for the Greek Emerging Leaders program for next academic year, the committee is concerned that the chapter still has work to do in creating a culture of leadership beyond positions.
- Delta Chi created and implemented a member development plan following a recommendation from 2016-2017. This plan incorporated campus resources and required that members attend at least two events per semester. Examples include a workshop with Peer Health Advisors and a guest speaker from the Lehigh University Police Department. The workshops were intentionally selected to align with the values of the organization.
- The chapter continued the associate member executive board that has been considered a best practice. These six positions mirror and liaise with the chapter executive board in order to teach the duties and responsibilities of that role. This year, the chapter introduced new associate member chair positions to also be mentored by their counterparts. These opportunities allow associate members to learn the inner-workings of the fraternity while fostering a sense of leadership.
- Delta Chi revised the new member education plan to offer increased opportunities for personal and professional development while exposing associate members to campus resources. The chapter brought in departments such as the Center for Academic Success, the Counseling Center, the Center for Gender Equity, and more. These campus partners spoke highly about their interactions with the chapter.
- Delta Chi’s faculty advisor sponsored 29 members to access and be initiated into the National Society for Leadership and Success. Participating members were expected to attend a variety of leadership workshops to qualify for initiation. The committee commends the chapter for the strong member involvement and wants to encourage the chapter to reflect on how they can continue to grow individual leaders and utilize the skills learned in order to maximize the return of their faculty advisor’s significant investment.
- Delta Chi re-evaluated the officer transition process following a recommendation from the previous year. The process is comprised of three phases that each last a week: shadowing, interaction, and full transition. Incoming officers are able to shadow their predecessor and learn about the goals and duties of that role, observe the function of an executive board meeting, and practice leading a chapter meeting as a new executive board.
- The committee recommends that the chapter consider increasing members’ external involvement, now that much work has been done internally. Through other clubs and organizations on campus or additional leadership development experiences, the committee challenges the chapter members to get involved and connect those experiences back to the development of Delta Chi.
- The committee is impressed by all of the changes that have been implemented this year, especially the foundational work of establishing a member development plan and revising the associate member education plan. The committee hopes to see the chapter continuing to grow and develop its members rather than get complacent and backslide next year.

Chapter Development Question for 2018-2019:

- **How can Delta Chi capitalize on member involvement and connect those experiences to overall member education and development?**

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

Organizational Operations

- Delta Chi had a strong recruitment with 16 associate members in the spring 2018 semester. In one year's time, the chapter has seen a 30% increase in membership. It is important that the chapter plan accordingly to best accommodate this growth.
- The committee is very impressed and commends the chapter for utilizing available resources in order to address last year's Accreditation results. The chapter leadership has consulted regularly with the Office of Fraternity and Sorority Affairs, the Alumni Board of Trustees (ABT), Delta Chi International Headquarters, and relevant campus resources.
- The committee commends the chapter for conducting a SWOT Analysis of the organization and setting SMART goals. However, the committee also believes this year's goals were very operational and encourages the chapter to consider their core values when developing goals. For example, in thinking about developing character, be specific about how you plan to achieve that and assess on the back end to evaluate success. When setting these goals, consult the general membership to involve them in chapter decision making.
- The chapter revised the risk management plan and increased member education on risk management practices by hosting more "F" Talks with both active and associate members and utilizing Delta Chi International Headquarters' resources. The committee commends the chapter for these efforts to focus on current risk behavior and areas for improvement.
- The committee recommends that the chapter develop a strategic plan in order to sustain the changes made this year and intentionally plan for continued progress in future years. The chapter should consider who they want to be and what reputation they would like to have and then incorporate a vision and goals that reflect that.
- Delta Chi restructured the Standards Board to include a representative from each member class and set a strict deadline to hold standards board meetings within 48 hours of an incident occurring. The Standards Board is functional in resolving disputes and incidents of member misconduct.
- The chapter offers an Ignite Scholarship to a handful of members each semester. Recipients are determined through an application process and awarded based on merit. The chapter raised a total of \$4,400 through alumni donations this year to continue funding this opportunity.
- The chapter does not currently seem to provide positive incentives to reward brothers for good behavior or outstanding efforts. The committee encourages the chapter to consider how they could utilize the Standards Board or other structures to recognize members for promoting and representing the values of Delta Chi.

Chapter Development Question for 2018-2019:

- **How can Delta Chi develop a strategic plan that incorporates assessment measures to ensure sustainability and success of initiatives?**

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

Community Service & Engagement

- Delta Chi raised their mandatory community service and philanthropy hours from six to eight per semester. Members who do not complete this requirement are fined \$10/hour to be donated to the Jimmy V Foundation, Delta Chi's designated national philanthropy. Members who demonstrate an outstanding commitment to service are rewarded with a free dinner.
- The chapter hosted a philanthropy event in response to the Stoneman Douglas High School shooting in Parkland, Florida. This event, Play for Parkland, was a 3v3 basketball tournament with teams comprised of students from fellow chapters and other organizations on campus. This effort stemmed from Delta Chi members' personal connections with those impacted by the Parkland school shooting. The chapter successfully raised \$1,500 for the Stoneman Douglas Victims Fund to benefit the victims and their families.
- Delta Chi focused on building relationships with South Bethlehem community in recognition that it is their home, too. Examples of their efforts include providing snack bags to Broughal Middle School's homework club on multiple occasions, participating in Spooktacular, and volunteering at the Bethlehem Boys and Girls Club. Most notably, Delta Chi was recognized for their large attendance and enthusiastic participation in the SouthSide Clean Up.
- The chapter also worked to complement their service efforts in the South Bethlehem community by fundraising for the Foundation for the Bethlehem Area School District. The chapter was able to raise over \$2,700, reaching the level of Hamilton Sponsors for the Foundation's 3rd Annual Celebration Dinner. The committee encourages the chapter to attend next year's dinner, if able, to see first-hand the impact that these donations can have on the education and development of local children.
- The chapter hosted their second annual Chi Chella, a community outdoor concert, featuring performances from student DJs and bands. This event is quickly becoming a signature philanthropic event for Delta Chi, both in providing a large scale, community-wide social event and in fundraising for their national philanthropy, the Jimmy V Foundation.
- Delta Chi strives to live by the billing as "the brotherhood of a lifetime" by continuing to engage alumni in the organization. This year, the chapter hosted an event on campus during Young Alumni Weekend and Le-Laf following the football game. They also hosted an event in New York City to bring members together with alumni from the Northeast region.
- The chapter is doing a breadth of community service and philanthropy efforts but the committee doesn't feel that the chapter is able to fully articulate why they are doing this work. The committee recommends that the chapter consider consulting the Community Service Office to gain a better understanding of the needs of the local community they are working to serve and incorporate a reflective component for members to share learnings.
- The committee commends the chapter for the significant improvement regarding increased risk management efforts and decreased violations of the Student Code of Conduct. In fact, the chapter had zero incidents this year while also making efforts to shift the campus culture around social events with alcohol.
- The committee recommended last year that the chapter be a leader in the charge to change the social culture on campus. Taking this recommendation to heart, the chapter hosted a record number of 10 registered parties in their on campus facility in the fall 2017 semester that all occurred without incident. The committee commends the chapter for being leaders in creating a safer social environment and encourages them to use this momentum as an opportunity to help other chapters establish safer practices as well.

Chapter Development Question for 2018-2019:

- **How can Delta Chi make connections between service experiences and community needs in order to better understand the “why” behind their efforts?**

In the area of **Community Service & Engagement**, the committee rated Delta Chi to be an **Accredited Chapter**.

Academic & Intellectual Advancement

- Delta Chi was ranked 10th out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.04, an increase of 0.03 from the spring 2017 semester. The 3.04 GPA placed the chapter below the All Fraternity and All Greek average.
- Delta Chi was ranked 12th out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 2.92, a decrease of 0.12 from the fall 2017 semester. The 2.92 GPA placed the chapter below the All Fraternity and All Greek average.
- Delta Chi's fall 2017 new member class GPA was 3.327 ranking third out of nine Interfraternity Council chapters. The new member class GPA was 2.52 for spring 2018 ranking 14th out of 14 Interfraternity Council chapters.
- Delta Chi had 14.7% of the chapter on the Dean's List in the fall 2017 semester and 20% on the Dean's List in the spring 2018 semester.
- The chapter implemented a new peer mentoring program. Members in good academic standing are assigned as a mentor to a member on the Academic Improvement Plan. The purpose of this relationship is to provide an additional level of accountability and to help guide mentees who are struggling academically through shared majors and related courses. The committee considers this as a best practice.
- Delta Chi continued the old version of their Academic Improvement Plan (AIP) through the fall semester while they were consulting with the Center for Academic Success and thoughtfully crafting a more effective and robust plan. The new Academic Improvement Plan, which was implemented in the spring 2018 semester, requires any member below a 3.0 GPA to participate and earn a certain amount of points per week. Points are earned by taking advantage of various academic resources on campus and receiving high marks on assignments. The committee commends the chapter on taking their time to implement a strong plan in partnership with campus resources. However, following the implementation of the new plan the chapter saw a decrease in GPA for spring 2018. The committee is concerned about these results and encourages the chapter to continue working with the Center for Academic Success in order to make necessary adjustments and ensure the effective implementation of the Academic Improvement Plan.
- The committee recommends that the chapter identify opportunities to support members who have a 3.0 GPA or above, even though they aren't in immediate academic danger. This will allow the chapter to assist all members in their academic success while also acting as a preventative measure to ensure their GPA does not dip below the 3.0 threshold.
- The chapter incentivizes brothers to succeed by recognizing a Brother of the Week and the AIP Most Improved Award. Brothers of the Week are nominated and celebrated at each chapter meeting. The AIP Most Improved Award is awarded at the end of each semester to the individual on the Academic Improvement Plan with the largest GPA increase.
- Delta Chi's historian facilitates a 10 minute discussion at each chapter meeting on a current event or hot topic selected by the membership. While this is a good start, the committee recommends that the chapter consider ways to intellectually engage with each other and the community around them.

- The committee recommends that Delta Chi explore opportunities for professional development that will prepare members for upcoming internship or job searches. This could be an expansion of the chapter's current partnership with the Center for Career and Professional Development or an opportunity to engage alumni in a networking event.

Chapter Development Question for 2018-2019:

- **How can Delta Chi promote intellectual engagement beyond a focus on academic performance?**

In the area of **Academic & Intellectual Advancement**, the committee rated Delta Chi to be an **Accredited Chapter**.

Facilities Management

- Delta Chi had no common damages for 2017-2018.
- Delta Chi managed openings and closing with no issues.
- Delta Chi passed life safety inspections and fire drills with zero violations
- Delta Chi failed to meet occupancy requirements for both fall 2017 and spring 2018, also failing to meet a self-identified chapter priority for the 2017-2018 academic year. The chapter has until February 1, 2019 to achieve occupancy or else the chapter will lose the facility. They are projected to meet occupancy in the fall 2018 semester and the committee recommends that the chapter develop a plan to sustain growth and set the expectation that members must live in the facility for a certain amount of time in order to avoid occupancy issues in the future.
- The committee commends the chapter on their sustainability work. The chapter established a new Green Chair position that is focused on promoting eco-friendly practices within the facility. This year the Eco Reps assisted the chapter in conducting a waste audit each semester. The chapter was able to increase the amount of recyclables in their recycling bins from 9.68% in the fall semester to 72% in the spring semester.
- The chapter also implemented the Eco Reps' Sustainable Living Program within the facility where individual rooms could receive certification ranging from bronze to platinum based on the level of eco-friendly practices of those inhabiting the room. The first room was certified as silver this spring. The committee encourages the chapter to push for more rooms to be certified next year and recognize the residents of those spaces for their good work.
- Delta Chi house managers assign groups to clean common room spaces within the facility. The chapter has found that group assignments increase accountability. House managers also inspect the laundry room weekly to ensure that space remains clean. If any articles of clothing are left there unclaimed for more than two days following, the chapter donates them to the Bethlehem Salvation Army.

Chapter Development Question for 2018-2019:

- **How can the chapter sustain growth and set expectations with members in order to consistently maintain occupancy from year to year?**

In the area of **Facilities Management**, the committee rated Delta Chi to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Delta Chi has been rated an Accredited chapter by the 2017-2018 Accreditation committee.

Delta Chi defines themselves as an ambitious and positive organization. The incredible work to address numerous recommendations from 2016-2017 and turn the organization around is apparent across the metrics. Delta Chi benefits from strong leadership with a passion for the organization and an energy to do the work. The key for the chapter moving forward is sustainability. It is important that Delta Chi infuses efforts across the membership in order to truly shift the culture and leave a lasting impact. A strategic plan that incorporates both short and long term goals and action items would be a strong asset here. Additionally, now that Delta Chi has solidified their foundation as an organization, the next step is to increase reflection and make connections back to member learning. The committee hopes to see the chapter continue to grow and develop rather than get complacent and backslide next year.

The Accreditation committee assigns Delta Chi 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 Delta Chi capitalize on member involvement and connect those experiences to overall member education and development?
- How can Delta Chi develop a strategic plan that incorporates assessment measures to ensure sustainability and success of initiatives?
- How can Delta Chi make connections between service experiences and community needs in order to better understand the “why” behind their efforts?
- How can Delta Chi promote intellectual engagement beyond a focus on academic performance?
- How can the chapter sustain growth and set expectations with members in order to consistently maintain occupancy from year to year?

Best Practices

- The chapter continued the associate member executive board that has been considered a best practice. These six positions mirror and liaise with the chapter executive board in order to teach the duties and responsibilities of that role. This year, the chapter introduced new associate member chair positions to also be mentored by their counterparts. These opportunities allow associate members to learn the inner-workings of the fraternity while fostering a sense of leadership.
- The chapter implemented a new peer mentoring program. Members in good academic standing are assigned as a mentor to a member on the Academic Improvement Plan. The purpose of this relationship is to provide an additional level of accountability and to help guide mentees who are struggling academically through shared majors and related courses. The committee considers this as a best practice.