

## **PHI DELTA THETA**

Accreditation Report  
2017-2018

### **Leadership & Member Development**

- Phi Delta Theta uses their national new member education program, Phikeia, which focuses on leadership development, knowledge of Greek life and brotherhood events. The chapter initiated 13 men into the Pennsylvania Eta chapter in the spring 2018 semester.
- The chapter has one member serving on the 2018-2019 Interfraternity Executive board as the Vice President. This is the first time since the chapter's recolonization that the chapter has representation on the board.
- The chapter is proud of their involvement beyond Phi Delta Theta. Members participate in over 50 clubs and organizations, often holding formal leadership positions. Activities range from academic affiliated groups to political interest to on-campus jobs.
- The chapter sent four members to the Kleberg Emerging Leaderships Institute hosted by General Headquarters. The brothers shared their experience and takeaways at an initial chapter meeting in the fall semester. One example was incorporating some forgotten rituals back into chapter meetings.
- Phi Delta Theta has a robust officer training and two week transition program. Incoming and outgoing officers jointly set goals for the upcoming term. A Google Drive is also annually reviewed to ensure the documents are updated and relevant for the incumbent.
- The chapter believes in the concept of servant leadership and refers to the motto "Primus inter Pares," or "First among equals" as a guiding leadership principle. Officers articulated that their position doesn't equate power, but instead allows them to serve the organization and its membership.
- The committee recognizes that most, if not all, of the re-founding members have graduated. The committee urges the chapter to consider how to maintain the passion and commitment to the unique Phi Delta Theta fraternity experience as brothers' connection to the re-founding fades.
- The chapter continues to use literary exercises as a means of ongoing member development. Not only do members have an opportunity to practice presentation and public skills, it is also a chance to educate brothers on current events and non-academic topics. The committee considers this a best practice.

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

- **How can Phi Delta Theta continue to document and refine the officer transition process to be a model for other chapters?**

In the area of **Leadership & Member Development**, the committee rated Phi Delta Theta to be an **Accredited with Excellence Chapter**.

### **Organizational Operations**

- The chapter made significant updates to their by-laws in the 2016-2017 year and continued to hone these guidelines based on the needs of the organization. As the PA Eta chapter has

gained experience and becomes a more “seasoned” chapter, the by-laws have adapted in conjunction.

- The committee commends the chapter on removing a brother that no longer aligned with the values of Phi Delta Theta. The chapter effectively used the procedure outlined in their by-laws and supported the former member in seeking assistance from appropriate campus resources. Finally, the chapter allowed for open discussion after his removal as a restorative practice.
- The chapter executive board wanted to create financial transparency which previously did not exist. The treasurer now shares the bookkeeping records on a weekly basis with the membership. Additionally, the treasurer’s duties now include all tax responsibilities as well as coordination with the chapter advisory board.
- Phi Delta Theta maintained the brother monitor system without changes to the position. This group of 16 members are responsible for managing risk during social events on a rotating basis. This year, they particularly enforced the Interfraternity Council hard alcohol ban.
- The committee believes that the chapter has good processes and procedures in place to respond to issues or challenges as they arise. However, the committee recommends that Phi Delta Theta create strategies that would identify difficult or concerning situations proactively.
- Phi Delta Theta hosts a brotherhood retreat each year which primarily serves as a time of reflection for individual members and collective goal-setting. It is also an opportunity to revisit what makes the chapter different in the fraternity landscape. The 2017-2018 retreat focused on internal communication and handling conflict between brothers.
- The chapter has an active Chapter Advisory Board with 12 members. The alumni advisors serve as mentors to specific officer positions as well as supporting brothers personally and professionally.
- The chapter traditionally excels at values-based recruitment, utilizing connections to other campus organizations, and not relying on formal recruitment events. Unfortunately, the chapter had seven members withdraw from the new member education process. The committee recommends that the chapter focus on year-round recruitment.

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

- **How can the chapter build assessment into their goal-setting activities to track progress and accomplishments?**

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

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

- The chapter continued to support the ALS Association while Phi Delta Theta Headquarters seeks an alternative philanthropic focus. The chapter repeated the exact activities from 2016-2017 related to awareness, fundraising and connecting with the cause. Inviting a family that is impacted by ALS to educate brothers about the disease is a highlight of their efforts.
- Phi Delta Theta participates in the Community Service Office’s programming year-round from Spooktacular to snack bags to Adopt-a-Family. Additionally, the chapter has a relationship with Allentown Central High School and Broughal Middle School where brothers tutor.
- The chapter hosted a kickball event at Broughal Middle School for the third consecutive year. More than 10 Greek organizations played kickball with students. The chapter also donated

kickball equipment to the school. The committee recommends that Phi Delta Theta expand this event to include non-greek organizations in the future.

- The chapter had one member participate in a Lehigh Sponsored Summer research program in Uganda with the Pathways Development Initiative (PDI). The member shared his experience with his brothers which inspired the chapter to make a donation to the organization. The chapter is exploring what a long term relationship with PDI could look like. The committee commends the chapter on supporting individual member's passions and considering how the chapter can have a global impact.
- Phi Delta Theta is active in supporting other chapter's philanthropy events, most of which are organized by Panhellenic sororities. The committee was disappointed that the Southside service week was discontinued in favor of attending campus fundraisers.
- The chapter had one member receive the 2017 Lehigh Valley Big Brother of the Year award from the Big Brother/Big Sisters program. His involvement has spurred other members to also volunteer.
- The committee recommends that the chapter develop a comprehensive service plan. The chapter currently lacks in direct service opportunities and the committee is not convinced that reflection is integrated.
- The chapter had a successful year managing to have zero violations of the Code of Conduct or Interfraternity Judicial Board policies. The committee hopes to see the same in future as a result of positive behavioral norms within the chapter.

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

- **How can the chapter implement meaningful service that incorporates reflection for participants?**

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

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

- Phi Delta Theta was ranked 11<sup>th</sup> out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.03, consistent with their average from the spring 2017 semester. The 3.03 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Delta Theta was ranked eighth out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.10, an increase of 0.07 from the fall 2017 semester. The 3.10 GPA placed the chapter above the All Fraternity average.
- Phi Delta Theta's spring 2018 new member class GPA was 3.08 ranking fourth out of 14 Interfraternity Council chapters.
- Phi Delta Theta had 11.9% of the chapter on the Dean's List in the fall 2017 semester and 23.1% on the Dean's List in the spring 2018 semester.
- The chapter's scholarship plan, academic assistance program, and brotherhood fantasy draft serve as the main tools to foster academic achievement. The addition of mandatory meetings with the scholarship chairman and/or an academic mentor introduced another layer of accountability.
- The chapter moved away from punitive measures for scholastic shortcomings and instead uses a mentorship program to support struggling students. Mentors are successful in the classroom and offer help with resumes, job/internship applications and other professional

development activities. The committee recommends that the chapter explore training opportunities for mentors.

- Phi Delta Theta's brotherhood fantasy draft creates teams of members that compete for points. Points are awarded for academic accomplishments, completing weekly planners, tutoring, or engaging in an intellectual development activity such as attending a lecture.
- Phi Delta Theta has capitalized on the expertise of a peer tutor for the Center for Academic Success as well as referring to students to the Writing and Math Centers as needed. The committee is pleased to see campus resources being utilized in this area.
- The committee commends Phi Delta Theta for the use of literary exercises, which encourage members to share interests and passions at the beginning of each chapter meeting. Some examples of literary exercise topics include identity and privacy on social media, bearded dragons and the dangers of Benzodiazepines and alcohol abuse.
- The chapter integrates alumni into literary exercises as well, having brothers speak about professional development. Ethics in the workplace and the PIE method were the two seminar topics. The committee considers this a best practice.
- The chapter engages with faculty members at their annual Academic Awards Banquet, co-hosted by Alpha Gamma Delta and features a professor guest speaker. The dinner is in its fourth year and focused on student accomplishments beyond the classroom, such as research projects. The committee commends the chapter on the sustained partnership and involvement with faculty.

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

- **How can the chapter formalize a career mentoring program that integrates alumni?**

In the area of **Academic & Intellectual Advancement**, the committee rated Phi Delta Theta to be an **Accredited with Excellence Chapter**.

#### **Facilities Management**

- Phi Delta Theta had no common damages for 2017-2018.
- Phi Delta Theta managed openings and closings with no issues.
- Phi Delta Theta passed life safety inspections and fire drills with zero violations
- The chapter did not successfully meet occupancy for the spring semester.
- The chapter was found responsible for a Life Safety violation when a member set off the fire alarm. Unfortunately an internal investigation did not yield any results as to who pulled the alarm.
- The chapter's House Manager revised opening and closing procedures to encourage brothers to move out earlier. This has allowed for timely inspections as members depart.
- The chapter's Eco-Rep and Green Chair explored creating a community garden and composting over the past year. While logistically this is not feasible at the facility, the committee recommends that the chapter get involved with community garden on Goodman campus.
- Phi Delta Theta is an alcohol-free facility as Headquarters mandates nationwide. The chapter has been compliant and is transparent about the expectations of members during the recruitment process.

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

- **How can the chapter foster a culture of respect for the facility that emphasizes individual accountability?**

In the area of **Facilities Management**, the committee rated Phi Delta Theta to be an **Accredited Chapter**.

#### **Overall Rating**

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

Phi Delta Theta is a high functioning chapter with immense potential. Members are academically motivated and involved across the Lehigh community. The chapter has several opportunities to formalize processes (officer transitions, service plan, goal assessment, career mentoring) which would build stability within the organization. The current success of the chapter appears to be relationship-based which may not be sustainable in the long term. Phi Delta Theta has all of the tools to tackle these areas of development. Should members continue to reflect on what it means to be a “Phi” at Lehigh, there is no doubt the chapter will thrive in the future.

**The Accreditation committee assigns Phi Delta Theta 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 Phi Delta Theta continue to document and refine the officer transition process to be a model for other chapters?
- How can the chapter build assessment into their goal-setting activities to track progress and accomplishments?
- How can the chapter implement meaningful service that incorporates reflection for participants?
- How can the chapter formalize a career mentoring program that integrates alumni?
- How can the chapter foster a culture of respect for the facility that emphasizes individual accountability?

#### **Best Practices**

- The chapter continues to use literary exercises as a means of ongoing member development. Not only do members have an opportunity to practice presentation and public skills, it is also a chance to educate brothers on current events and non-academic topics. The committee considers this a best practice.
- The chapter integrates alumni into literary exercises as well, having brothers speak about professional development. Ethics in the workplace and the PIE method were the two seminar topics. The committee considers this a best practice.