

PHI KAPPA THETA

Accreditation Report

2017-2018

Leadership & Member Development

- Approximately 90% of members participate in an outside club or organization, and one-third of members hold leadership positions in those organizations. This includes involvement in the Greek Emerging Mentors Program, Club Lacrosse, LUSI, and Tennis.
- Phi Kappa Theta members attended the fraternity's national convention in Washington D.C. as well as the regional leadership conference in Pittsburg, PA. The committee recommends that the chapter continue to take advantage of these opportunities, sending a large delegation open to new ideas and learnings.
- Phi Kappa Theta undergraduate leadership and the McGarvey Alumni Board invested significant time and energy into rebuilding the member development and new member education programs so that both align with the fraternity's five pillars. The committee is impressed with the chapter's efforts to radically change its approach and realign the fraternity experience.
- Phi Kappa Theta was implicated in numerous hazing allegations reported in spring 2017, and the chapter worked to address these concerns across the 2017-2018 academic year. The fraternity understands that hazing allegations hurt the chapter's credibility and organizational reputation, and overhauled the new member education process and all associated activities to identify and eliminate concerning behaviors that jeopardized the safety and wellbeing of all members. Additionally, the chapter's hazing reporting procedure was updated, and all members signed an anti-hazing agreement. As a result, the chapter was not implicated in any hazing reports in spring 2018. The committee commends the chapter for its efforts to stamp out antiquated and harmful practices, and encourages the chapter to remain steadfast in its efforts.
- The chapter strengthened the Team Phi Kap program and required team captains and executive board members to participate in leadership training with the Assistant Director of the Community Service Office. Under a team captain's leadership, each of the four teams completed two requirements across four possible categories. The committee commends the chapter on following through on a previous Accreditation recommendation, and expects that the leadership training for team captains becomes an annual practice.
- The chapter recognized a Brother of the Week and organized brotherhood events including cheering on the Lehigh men's rugby team and participating in a three vs. three basketball tournament.
- The committee commends the chapter for reinterpreting the fraternity's pillar of spirituality, and stretching this beyond that of the fraternity's Catholic founding while also acknowledging members' diverse backgrounds and faiths. The chapter redefined spirituality as an opportunity to develop members as reflective and empathic people. Members also participated in religiously-affiliated programming such Alpha Epsilon Pi's Holocaust Remembrance Walk and Professor Lofton's lecture on gods in pop life entitled 'Can't Help Lovin'.
- The committee previously penalized the chapter in previous years for its lack of understanding organizational values (e.g. Fraternity, Intellectual, Leadership, Social, and Spiritual) as well as the servant leadership philosophy. The committee is encouraged by the chapter's recent efforts to explore these concepts in depth, and acknowledges that the chapter has made good strides. The committee recommends that the chapter continue to internalize learnings from other spaces, capitalize on opportunities to grow, and avoid backsliding.

- The chapter shared that a number of members are first-generation students navigating barriers across campus. The committee recommends that the chapter explore additional support and development opportunities for members to succeed. Additionally, the committee believes the chapter could uniquely position themselves amongst the fraternity community as a space for first-generation students, and recommends the chapter evaluate accessibility and what barriers to membership might exist (e.g. costs prohibitive).

Chapter Development Question for 2018-2019:

- **How can Phi Kappa Theta capitalize on its diverse membership and its interpretation of spirituality to further enhance member development?**

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

Organizational Operations

- The committee applauds the chapter for grounding its work across the fraternity's five pillars. To further strengthen this effort, the committee recommends that the chapter establish specific and measurable goals to sustain efforts and track progress.
- The chapter archives all officer records and files in an Exec Bank to ensure consistency from year to year. The committee considers this a best practice.
- The chapter incorporates a four-phase officer transition program, and employs a waterfall elections process. The committee is concerned that the chapter's election process may be unnecessarily complicated and fears those elected a semester in advance may burn out during their term. The committee encourages the chapter to review its process to ensure it is both effective and efficient.
- Phi Kappa Theta followed through on educational sanctions stemming from conduct incidents, and worked in partnership with the McGarvey Alumni Board to conduct a membership review as well as a review of the chapter's executive board leadership. The committee recommends that the chapter incorporate annual performance reviews of the executive board to continually track progress and gather feedback.
- The chapter established a Governance Chair to oversee all chapter activity and ensure day-to-day operations are running properly. The committee believes this position can track progress on chapter goals and move plans forward
- Phi Kappa Theta's Executive Secretary serves as the head of the standards board. He worked with the Associate Director of the Office of Student Conduct & Community Expectations to outline standards board operations, processes, and guidelines for sanctions. The committee commends the chapter for this effort and encourages the chapter to again work with the Associate Director to train standards board members for their roles.
- The chapter failed to meet the attendance requirement for the bystander intervention workshop, *Intervene*, hosted in fall 2017.
- The committee cautions against service as a sanction and asks the chapter to reconsider this approach. Service is a core organizational value, and should not be considered punitive. The chapter should consider this as a restorative sanction where appropriate only.
- Phi Kappa Theta shared that recruitment changes were delayed until the coming year, and the committee does not believe the chapter has a well-developed recruitment strategy or approach in place. The committee recommends that the chapter develop a year-round recruitment strategy with tangible goals that focuses on building meaningful, authentic relationships with

potential recruits. The committee believes that the chapter can be successful without over-the-top and high cost recruitment events.

- The committee notes that the chapter has worked to rebuild the fraternity from the ground up; however, there remains much room for growth and development to ensure organizational operations are running smoothly and consistently in both the short and long-term.

Chapter Development Question for 2018-2019:

- **How can the chapter further strengthen Organizational Operations to sustain momentum and avoid the cycle of rotating year-to-year from Unaccredited to Accredited? (Or stated differently, from Deferred Dissolution to no disciplinary status?)**

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

Community Service & Engagement

- The chapter maintains a four-year community service plan progressively focusing on initiative, passion, contribution, and gratitude. The committee suggests that the chapter review the plan to further develop goals and outcomes. Additionally, the committee recommends that the chapter explore the differences between meaningful service and philanthropic efforts, striking a balance between the two, and incorporate reflection opportunities.
- The chapter readily took advantage of opportunities provided by the Community Service Office to organize homework club snack bags and holiday hope chests; volunteer at Victory House and Broughal Bowling, and sponsor a blood drive. Again, the committee recommends that the chapter provide more clarity regarding direct service as well as formalize the partnership with the Community Service Office rather than rely on individual member contributions.
- The chapter worked to strengthen relationships within the South Bethlehem and greater Lehigh Valley communities. The chapter supported Alpha Epsilon Pi's Southside Cleanup initiative and volunteered with the Allentown Special Olympics.
- Phi Kappa Theta hosted an annual spring break service trip at the Hogar Escuela Armando Rosenberg school and orphanage in the Dominican Republic for the seventh consecutive year. The chapter incorporated pre-departure and post-trip discussions to deepen this experience, and encouraged participants to keep reflection journals during the trip. The committee considers this experience a longtime best practice; however, encourages the chapter to share its story outward.
- Phi Kappa Theta celebrated Movember, and raised more than \$4,000 for the Movember Foundation in support of research for men's health issues. The month-long programming concluded with the Mustachio Bashio, a facial hair competition, alongside two guest presentations. A St. Luke's physician and the National Alliance on Mental Illness shared presentations about men's general health and men's mental health respectively. The committee commends the chapter for its efforts, and believes this experience perfectly blends raising awareness and funds for an important cause.
- Phi Kappa Theta supported a number of other campus philanthropic opportunities, including Relay for Life, Adopt-a-Family, Dance Marathon, Alpha Phi's Phiesta Bowl, Phi Sigma Kappa's Blue Light Ball, and Zeta Tau Alpha's Think Pink Week.
- The chapter maintains a strong working partnership with the McGarvey Alumni Board. Alumni are actively involved in supporting chapter operations, and maintain a regular presence by way

of monthly meetings, new member education, and leadership transitions. The committee appreciates the important role that the alumni play within the fraternity.

- Phi Kappa Theta began the 2017 fall semester abysmally. The chapter was found responsible for several Code of Conduct violations across multiple incidents, all occurring within the first week of classes. Ultimately, the chapter was placed on Deferred Dissolution through December 2018, after hosting an off campus party where 50+ students were cited for underage drinking.
- The chapter acknowledged that its positive contributions within the community are oftentimes overshadowed by harm caused within the community (e.g. disorderly house violations, irresponsible distribution of alcohol, and loud noise). The committee appreciates that the chapter recognizes this dilemma and applauds the chapter for diligently working to make amends. Maintaining self-awareness, recognizing impact, and possessing a responsibility for others are critical to the chapter moving forward without future missteps.

Chapter Development Question for 2018-2019:

- **What opportunities exist for Phi Kappa Theta to establish meaningful partnerships both inside and outside of the fraternity and sorority community?**

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

Academic & Intellectual Advancement

- Phi Kappa Theta was ranked ninth out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.05, an increase of 0.02 from the spring 2017 semester. The 3.05 GPA placed the chapter at the All Fraternity average.
- Phi Kappa Theta was ranked fourth out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.14, an increase of 0.09 from the fall 2017 semester. The 3.14 GPA placed the chapter below the All Fraternity average.
- Phi Kappa Theta's spring 2018 new member class GPA was 2.69 ranking 12th out of 14 Interfraternity Council chapters.
- Phi Kappa Theta had 21.4% of the chapter on the Dean's List in the fall 2017 semester and 22.2% on the Dean's List in the spring 2018 semester.
- Phi Kappa Theta reprioritized academics and continued with changes implemented to the academic plan during the 2016-2017 year. Brothers falling below a 3.0 GPA are required to attend proctored study hours Sunday through Thursday. Brothers falling below a 2.75 GPA are required to meet with the chapter president and academic chair to create an academic plan. Brothers that do not comply are placed on social probation, receive house point deductions, or are suspended from the chapter. The committee commends the chapter for making great strides in increasing academic performance as evidenced by recent GPA gains.
- The chapter's academic chair worked with the Center for Academic Success to develop a study skills workshop for members, and the committee believes the chapter is readily taking advantage of campus resources where appropriate.
- Phi Kappa Theta organized five academic teams in which brothers with similar majors or classes were paired together with the goal of promoting accountability, sharing resources, and building small intellectual communities. The committee commends the chapter for its efforts, and encourages the academic team captains to engage with the Center for Academic Success to strengthen their understanding of peer mentorship.

- The chapter incentivizes strong academic performance through house points bonuses, \$300 cash awards, and invitations to a Dean's List dinner for members earning Dean's List, most improved, and the highest achieving academic team.
- The chapter maintains a four-year professional development plan outlining specific goals for first-year students, sophomores, juniors, and seniors. Examples including attending workshops offered by the Center for Career and Professional Development; registering for the fall and spring career expos; securing an internship, research project, Mountaintop summer experience, or study abroad opportunity; and participating in mock interviews. The chapter proudly boasts 100% job acceptance for graduating seniors. The committee considers the plan a best practice.
- The chapter took advantage of a number of workshops and programs. The chapter worked closely with the Assistant Director of the Center for Career Services and Professional Development to host two workshops as well as hosted the Peer Health Advisors to discuss alcohol use and binge drinking.
- The chapter maintains strong involvement with Break the Silence, and partnered with Alpha Tau Omega to co-host two movie screenings discussing masculinity and rape culture on college campuses. The committee encourages the chapter to step into a leading role within the fraternity and sorority community to address gender violence and sexual assault.
- Phi Kappa Theta hosted weekly discussions with topics including immigration, first-generation college students, and the #MeToo sexual harassment movement. The chapter also attended Lambda Theta Alpha's cultural appreciation vs. appropriation discussion in advance of Halloween. The committee commends the chapter for exploring topics of injustice and equity and challenges the fraternity to further engage in higher level intellectual discussion and translate learnings into practice.

Chapter Development Question for 2018-2019:

- **How can Phi Kappa Theta build a culture of intellectual curiosity that takes into consideration the fraternity's Pillars and members' passions?**

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

Facilities Management

- Phi Kappa Theta had no common damages for 2017-2018.
- Phi Kappa Theta managed openings and closings with no issues.
- Phi Kappa Theta passed life safety inspections and fire drills with zero violations
- The chapter successfully met occupancy for both the fall and spring semesters.
- The chapter worked to repair relationships with Residential Services and ABM staff, implementing regular house cleans, including late night walk-throughs and Sunday cleans, to address previous cleanliness concerns. The standards board also played a role in ensuring members abided by the cleaning schedule and fulfilled duties. The committee commends the chapter for this overall effort.
- The chapter improved the library space, restored damaged composites, and replaced worn furniture. The committee commends the chapter for its efforts to repair and replace chapter property.

- Phi Kappa Theta explored a number of green initiatives (e.g. recycling, waste management audit). The committee recommends that chapter consider the environmental impact of trash discarded across outdoor spaces surrounding the chapter house (e.g. basketball courts in parking lot), and properly dispose of trash outside into bins as well.
- Phi Kappa Theta is actively working to transform the chapter facility beyond that of a traditional residence hall. With the goal of creating a living learning environment, the chapter invited a number of guest speakers into the space to offer presentations and discussions. The committee commends the chapter on this effort and looks forward to its continued growth.

Chapter Development Question for 2018-2019:

- **How can Phi Kappa Theta invest in the chapter facility to create a true living and learning community?**

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

Overall Rating

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

Phi Kappa Theta began the 2017-2018 academic year as unaccredited, and added insult to injury when the chapter was found responsible for several Code of Conduct violations within the first week of classes. The chapter recognized that significant change was the only answer should the chapter not only survive, but thrive within the fraternity and sorority community at Lehigh. Leaning on the fraternity's five pillars, the chapter addressed its longstanding culture of irresponsibility and complacency and set forth plans to move in a more positive direction. Looking forward, the committee recommends that the chapter set specific and measurable goals for short and long-term plans; utilize the fraternity's Executive Offices' resources as well as campus-based resources; and continue to execute the plans set in motion. Additionally, the committee encourages the chapter to internalize lessons learned, carry on the current culture shift focusing on proactive, rather than reactive, steps. The committee believes that there exists significant, achievable potential for the chapter to take advantage of and looks forward to the chapter's journey.

The Accreditation committee assigns Phi Kappa 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 Kappa Theta capitalize on its diverse membership and its interpretation of spirituality to further enhance member development?
- How can the chapter further strengthen Organizational Operations to sustain momentum and avoid the cycle of rotating year-to-year from Unaccredited to Accredited? (Or stated differently, from Deferred Dissolution to no disciplinary status?)
- What opportunities exist for Phi Kappa Theta to establish meaningful partnerships both inside and outside of the fraternity and sorority community?
- How can Phi Kappa Theta build a culture of intellectual curiosity that takes into consideration the fraternity's Pillars and members' passions?

- How can Phi Kappa Theta invest in the chapter facility to create a true living and learning community?

Best Practices

- The chapter archives all officer records and files in an Exec Bank to ensure consistency from year to year, and the committee considers this a best practice.
- Phi Kappa Theta hosted an annual spring break service trip at the Hogar Escuela Armando Roseberg school and orphanage in the Dominican Republic for the seventh consecutive year. The chapter incorporated pre-departure and post-trip discussions to deepen this experience, and encouraged participants to keep reflection journals during the trip. The committee considers this experience a longtime best practice; however, encourages the chapter to share its story outward.
- The chapter maintains a four-year professional development plan outlining specific goals for first-year students, sophomores, juniors, and seniors. Examples including attending workshops offered by the Center for Career and Professional Development; registering for the fall and spring career expos; securing an internship, research project, Mountaintop summer experience, or study abroad opportunity; and participating in mock interviews. The chapter proudly boasts 100% job acceptance for graduating seniors, and considers the plan a best practice.