

## **THETA CHI**

Accreditation Report  
2017-2018

### **Leadership & Member Development**

- Theta Chi members participate in clubs or organizations and several members hold leadership positions in those organizations. This includes involvement in the Greek Emerging Mentors Program (e.g. mentors and mentees), Men's Golf, Tamid, Orientation, and Student Senate.
- Theta Chi's president attended the international headquarters sponsored Sassar President's Conference in Carmel, IN. In previous years, chapter members attended the national convention and local conferences, and the committee recommends that the chapter maintain a strong presence at headquarters sponsored programs.
- The committee recommends that the chapter intentionally incorporate learnings into practice, and recommends exploring opportunities for formal leadership development training. Student Engagement and Community Service Office staff are excellent resources.
- Theta Chi emphasizes its Sacred Purpose and lending an assisting hand to others. Programming focuses on seven areas of development including, fire health and safety; drug use and abuse; sexual misconduct prevention; hazing prevention; recognizing signs of depression; responsible alcohol use; and suicide prevention and intervention. The chapter completed four of seven requirements and the committee encourages the chapter to explore all components in any given year.
- The committee commends the chapter for making significant and sustainable strides in curbing member apathy. To further address this, the committee recommends that the chapter be mindful of member class silos and foster integration of all classes, rather than targeting development experiences for certain member classes only.
- Theta Chi implemented its new member education shadow program where new members shadow the executive board, learning about the expectations and realities of executive board leadership. The committee supports the shadow program, but worries that it reinforces sophomore leadership as the only trajectory.
- The committee commends the chapter for integrating campus resources into the new member education plan. Specifically, this included a Break the Silence panel discussion and Center for Career Services and Professional development presentation.
- The chapter implemented its small chair program, which serves as an opportunity for members who do not hold positions on the executive board to have a role within the chapter. There are 20 small chair positions that members can choose from, including Community Service Chair, Alumni Relations Chair, Graphic Design Chair, and Historian. Theta Chi believes the small chair program is an opportunity for those interested in executive board positions to gain experience and prepare themselves for greater responsibility.

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

- **How can Theta Chi connect members' involvement outside of the chapter and translate this into leadership within the chapter?**

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

## **Organizational Operations**

- The chapter has goals and direction; however, the committee recommends that the chapter detail their goals so that they are specific, measurable, and consider short and long-term planning.
- Theta Chi's transition process for incoming officers seems happenstance at best. The committee recommends that the chapter develop and document a meaningful transition plan complete with goal setting, action planning, and leadership training. This is a repeat recommendation from previous years.
- Theta Chi has a functioning standards board and utilized the board to hold members accountable for poor behavior. The committee believes there is greater opportunity for the board to interject in lower-level judicial violations to further establish a culture of accountability within the chapter rather than relying on the board for serious violations only.
- The chapter has a noticeable desire to work hard and perform well; however, Theta Chi oftentimes finds itself responding to easily avoidable situations. The committee recommends that the chapter give further consideration to risk management and focus on preventative measures.
- The chapter organized two recruitment events antithetical to organizational and community values. The committee is appalled by the chapter's behavior and encourages the chapter to continuously think through its actions, especially when recruiting men to join the fraternity. The committee recommends that the chapter develop a year-round recruitment strategy with tangible goals that focus on building meaningful, authentic relationships with potential recruits. The committee also believes that the chapter can be successful without over-the-top and high cost recruitment events.
- Theta Chi remains in good financial standing with its international headquarters and vendors. The chapter maintains a balanced budget and shares a presentation with all members outlining income and expenses to promote fiscal transparency. The committee commends the chapter for solid management of money.
- The chapter updated its bylaws to reflect recent changes made regarding scholarship incentives and house points. The committee commends Theta Chi for recognizing and making changes to the bylaws.

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

- **How can the chapter continue to learn from previous missteps and move forward proactively rather than reactively?**

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

## **Community Service & Engagement**

- The chapter readily took advantage of opportunities provided by the Community Service Office to organize homework club dinners and snack bags; participate in Spooktacular and Spring Fling; restock a local foodbank; and sponsor a blood drive. The chapter received the Giving Tree Award at the CSO's Volunteer Recognition Banquet as a result, and the committee commends the chapter for supporting the CSO's on-campus efforts.
- The committee does not believe that the chapter is engaging in consistent and direct service within the local community. The committee recommends that the chapter work with the

Community Service Office to gain a better understanding of local community needs, and develop a plan to engage in direct service complete with post-service reflection.

- Theta Chi supported a number of philanthropic opportunities, including Adopt-a-Family, Alpha Phi's Cardiac Arrest, and Kappa Delta's So You Think You Can Dance. The chapter's Relay for Life team raised \$2,800 and placed third for the Fraternity Cup. Additionally, Patent Pending, Theta Chi's in-house band, won the charitable component of the Greek Unity Concert, and donated the \$600 winnings to the St. Baldrick's Foundation.
- The chapter co-sponsored Theta Chi G.I. with Gamma Phi Beta, and donated \$1,800 to the United Service Organizations in support of the military and their families. Student Center Facilities received multiple complaints regarding loud music while classes were in session, and staff repeatedly asked the fraternity to lower music until 4PM. The committee encourages the fraternity to be mindful of its presence and respectful of others when hosting events on the front lawn.
- The chapter capitalized on an enthusiastic members' goal to organize St. Baldrick's Day, and 14 participants (five Theta Chi members) shaved their heads and raised \$13,000 for childhood cancer research. The committee commends the chapter on its first-time success, and encourages the chapter to harness members' enthusiasm and generate chapter by-in to do good work.
- The chapter's president called for help when party guests required medical attention on two separate occasions. The committee commends the chapter president for intervening. The committee also encourages the chapter to reconsider its risk management practices and party monitoring systems to ensure members' and guests' safety to prevent crisis altogether.
- Theta Chi hosted a party where a guest was accused of indecent assault and the chapter completed an educational sanction per the Interfraternity Council's request. Members shared a presentation on sexual misconduct as well as recommendations for reducing risks. The committee encourages the chapter to further explore the intersections of "frat" culture and rape culture as well as take steps to reduce risks and ensure party guests' safety.
- Theta Chi was implicated in an incident where intoxicated members and recruits were incredibly disruptive and offended nearby fans at a Philadelphia Flyer's game. The chapter pled responsible for Respect for Community and Respect for Self and was placed on Disciplinary Probation. This was the second incident in one week's time where the chapter organized recruitment events antithetical to organizational and community values. Again, the committee is appalled by the chapter's behavior and encourages the chapter to continuously think through its actions, especially when recruiting men to join the fraternity.
- The chapter acknowledged that its positive contributions within the community are oftentimes overshadowed by harm caused within the community. The committee appreciates that the chapter recognizes this dilemma and believes the chapter is working to make amends and move forward. 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 Theta Chi to develop a meaningful direct service experience within the local community?**

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

## **Academic & Intellectual Advancement**

- Theta Chi was ranked fourth out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.14, an increase of 0.13 from the spring 2017 semester. The 3.14 GPA placed the chapter above the All Fraternity average.
- Theta Chi was ranked fourth out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.14, consistent with their average from the fall 2017 semester. The 3.14 GPA placed the chapter above the All Fraternity average.
- Theta Chi's fall 2017 new member class ranked first out of nine Interfraternity Council chapters. Theta Chi had one new member for fall 2017 and grades are not reported for the chapters who have one member or one new member per FERPA. The new member class GPA was 3.0 for spring 2018 ranking fifth out of 14 Interfraternity Council chapters.
- Theta Chi had 16.7% of the chapter on the Dean's List in the fall 2017 semester and 11.3% on the Dean's List in the spring 2018 semester.
- Theta Chi consulted with Alpha Epsilon Pi to revamp its scholarship plan, and implemented a tiered system as a result. The new plan outlines expectations for members and repercussions for failing to meet GPA requirements (e.g. completing study hours, attending office hours, and social restrictions).
- The chapter provides a number of academic incentives including cash awards for those earning highest GPA and most improved GPA for each college. Additionally, the chapter updated its point system calculations to emphasize strong academic performance and a member's GPA is now multiplied by 20 (rather than 10) when factored into house points.
- New members are matched with upper-class mentors based upon majors and coursework, and in-house advisors serve as academic support resources within their respective classes. The committee acknowledges that the chapter has a good mentoring foundation in place; however, there is little to no integration of campus resources. The committee, as in previous years, recommends that the chapter work with the Center for Academic Success to prepare in-house advisors and mentors for their roles.
- Theta Chi hosted Break the Silence to learn more about consent and healthy sexual relationships. The committee recommends that the chapter explore diversity, equity, and inclusivity, as this is an area of continued development for the chapter.
- Theta Chi partnered with the Peer Health Advisors to host Destress with Dogs in the fall and spring semesters. Counseling and Psychological Services staff as well as Alpha Epsilon Pi also teamed up to co-host the second installment. The committee recommends that the chapter capitalize on this event by providing resources to passersby regarding mental health and stress management.
- Theta Chi's Professional Development committee provides resources to members conducting internship and job searches. The group helped new members develop LinkedIn profiles and hosted a resume workshops. The chapter is proud of its members' internship, co-op, and job acceptances, and the committee commends the chapter on its efforts.
- The committee believes the chapter can move beyond academic support and professional development to explore the intellectual component of this metric more deeply and foster a sense of creative curiosity among members. The chapter highlighted individual members' intellectual exploration (e.g. Iacocca Interns, study abroad, etc.); however, the committee does not believe this is translating into larger group conversations and learnings.

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

- **How can Theta Chi build a culture of intellectual curiosity that takes into consideration members' passions?**

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

#### **Facilities Management**

- Theta Chi had no common damages for 2017-2018.
- Theta Chi managed openings and closings with no issues.
- Theta Chi passed all life safety inspections and fire drills with zero violations. However, one individual accepted responsibility for a covered smoke detector in a bedroom.
- The chapter successfully met occupancy for both the fall and spring semesters.
- Two members served as Eco Reps and these members took responsibility for promoting green initiatives (e.g. reducing water and energy consumption) within the chapter house. The chapter also replaced aging dryers with energy efficient dryers.
- Theta Chi is working to transform the chapter facility beyond that of a traditional fraternity house by converting the pool room to a library, complete with a conference table, office chairs, and white board. The committee commends the chapter on this effort and looks forward to this project's unveiling.
- Theta Chi's commercial-grade stove was replaced following damage resulting from a serious grease fire. Theta Chi invited the Supervisor for Life Safety Systems to speak with the chapter regarding fire safety. The committee strongly encourages the chapter to proceed with caution when attempting to prepare food without oversight from the chapter's chef (e.g. during snow days or late nights).

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

- **How can Theta Chi further transform the chapter facility into an environment that promotes learning and growth?**

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

#### **Overall Rating**

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

Theta Chi recognized that the chapter was previously existing on an island, and made a commitment to reengaging and reconnecting with the broader campus community. Leaning on the Fraternity's Sacred Purpose and lending an assisting hand, the chapter worked to address a culture of 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 as well as utilize international headquarters and campus-based resources. Additionally, the committee encourages the chapter to internalize lessons learned and 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 Theta 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 Theta Chi connect the dots between members' involvement outside of the chapter and translate this into leadership within the chapter?
- How can the chapter continue to learn from previous missteps and move forward proactively rather than reactively?
- What opportunities exist for Theta Chi to develop a meaningful direct service experience within the local community?
- How can Theta Chi build a culture of intellectual curiosity that takes into consideration members' passions?
- How can Theta Chi further transform the chapter facility into an environment that promotes learning and growth?