

THETA XI

Accreditation Report
2017-2018

Leadership & Member Development

- Theta Xi increased members' external involvement. The chapter now has 22 members who hold leadership positions across campus, up from four last year. Additionally, some brothers created two new student organizations this year: Cryptocurrency Club and Lehigh FinTech Group. The committee commends the chapter for the impressive turnaround.
- The chapter has transition forms for outgoing officers to complete that incorporate individual reflection on their success in the role and what they wish they could have accomplished. This year, they also restructured officer terms so that president and vice president are elected on a calendar year basis while the rest of the executive board is elected each academic year. The committee believes this is a good start and recommends that the chapter take it a step further by developing a formalized, structured transition plan that is proactive in addressing anticipated challenges with the new timeline for officer terms.
- The chapter regularly sends members to participate in Theta Xi Headquarters programming including the Northeast Newell District Leadership Academy (NDLA), the Vredenburg President's Academy, and the Rising Stars Academy. The committee encourages the chapter to find opportunities for members to reflect on these experiences and share learnings so that the whole chapter may benefit from this investment.
- Theta Xi recognized the importance of the entire brotherhood understanding the new risk management plan and the University policies that impact it. Throughout the year, the chapter invited Holly Taylor from the Office of Student Conduct and Community Expectations as well as an officer from the Lehigh University Police Department to speak about University policies such as the Medical Amnesty Policy and provide direct answers to other common questions.
- Theta Xi created and implemented a Brother Development Plan following a recommendation from last year. This plan connects back to learning outcomes and values of the brotherhood. However, the current plan is very philosophical in nature and does not go into detail about how the chapter plans to develop members in the designated focus areas. The committee encourages the chapter to consult with campus resources in order to develop a robust, informative plan, especially with regard to substance abuse and mental health.
- The chapter is working to refine ritual practice. The chapter president had the opportunity to observe and participate in ritual ceremonies at the Vredenburg President's Academy and realized where the Eta chapter's ritual practice was inaccurate. To commit to these changes, the chapter ordered new ritual equipment. The committee hopes to see an improved understanding of ritual and how members live that in their daily lives next year.
- Theta Xi's new member education plan includes opportunities for chapter leaders to present on the responsibilities of their position so new members gain a better understanding of how the fraternity functions. This also inspires new members to consider future leadership roles.

Chapter Development Question for 2018-2019:

- **How can Theta Xi take advantage of campus development opportunities to provide more members with leadership skills?**

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

Organizational Operations

- Theta Xi continued to recognize brothers who positively contribute to the chapter by awarding Brother of the Week, Brother of the Month, and Brother of the Semester. The highest accolade, Brother of Semester, is determined through member class nominations followed by a vote to select a winner. Each nominee is treated to dinner and the winner is recognized on social media and earns free textbooks for the following semester.
- Theta Xi addressed how the chapter makes decisions to increase general member involvement. Emulating the congressional model, ideas are proposed in an executive board meeting, discussed, and then voted on. If an idea passes through the executive board, it is then taken to a chapter meeting to be discussed for no more than 30 minutes and then voted on and passed by a two-thirds margin.
- The chapter's standards board expanded positive incentives through the creation of a points system that incorporates philanthropy hours, exam scores, attendance at Theta Xi sponsored events, and more. Members may also lose points as a punitive measure in response to poor behavior. This tool acts as an ongoing accountability measure and top points earning members are rewarded with gift cards, subsidized school supplies, and more.
- Theta Xi claimed to change recruitment tactics to assess potential new members based on merit. However, the committee felt that the chapter could not articulate how they had changed their tactics. Additionally, the committee would like to know if the chapter saw any differences as a result of this change.
- The committee commends the chapter for the revised risk management plan and for regularly reviewing it with the general membership. The new plan outlines responsibilities for brothers working the front or back door, the bartender, sober monitors, and sober rides. There are always two bartenders, two people on door, and three sober monitors present. The committee encourages the chapter to treat this as a living document to regularly be updated and revised as necessary to maintain best practices in mitigating risk.
- The chapter failed to meet the attendance requirement for the bystander intervention workshop, *Intervene*, hosted in fall 2017.
- Theta Xi's biggest challenge over the past several years has been sustainability. The chapter has made some important changes this past year. To sustain these and position the chapter for further improvement, the committee recommends developing a strategic plan that incorporates one year and four year SMART goals.

Chapter Development Question for 2018-2019:

- **How can Theta Xi engage the entire chapter in setting SMART goals that will continue year to year growth?**

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

Community Service & Engagement

- The chapter was found responsible for violating the Student Code of Conduct as it relates to Respect for Community. Specifically, Lehigh University Police Department broke up an off campus party with kegs in the backyard that had no bartender. The chapter's only sanction was to continue working with the Office of Fraternity and Sorority Affairs on refining their risk management policies.

- Theta Xi regularly participates in philanthropic efforts across campus including Zeta Tau Alpha's Think Pink, Alpha Phi's Phiesta Bowl, Lambda Theta Alpha Sorority, Inc.'s Walk a Mile in Her Shoes, and Relay for Life, in which they raised \$3,000.
- The chapter developed a partnership with the Office of Sustainability and helped create community gardens on Goodman Campus to increase local access to affordable fruits and vegetables. The committee encourages the chapter to consider how they can use this experience as an educational opportunity to better understand food insecurity in the local Bethlehem community. Additionally, the chapter should identify opportunities for additional service or philanthropic efforts that would complement this partnership.
- Theta Xi began to address last year's chapter development question asking how they could shift the culture of casual sexism in the organization. They did this through a hosted discussion with Break the Silence and Kappa Delta, a sorority directly impacted by last year's incident, about the perpetuation of sexism through everyday dialogue, consent, and bystander intervention. The chapter also had two members get involved with the Center for Gender Equity (CGE). However, recognizing that those two members are not returning to the Center next year, the committee highly recommends that the chapter identify opportunities to continue this important relationship, otherwise the organizational memory of this incident will be lost.
- The committee believes the chapter has room to develop a better understanding of what differentiates service and philanthropy and what is classified as neither one. For example, the committee is deeply concerned that the chapter considers brothers employed as student staff members in the Center for Gender Equity to be service work. The committee recommends that the chapter reflect on how they define different experiences, especially when tracking for points.
- Theta Xi implemented a new program this year: Mental Health Awareness Week. In honor of this week, the chapter developed and posted informational flyers, distributed green ribbons, and hosted a presentation from the Lehigh Valley's National Alliance on Mental Illness (NAMI). The committee commends the chapter for not focusing solely on philanthropy as raising money but also raising awareness, and partnering with local organizations to do so.
- The committee is concerned about the challenges the chapter has had in regular communication and maintaining relationships with both local partners and the Community Service Office. Specifically, a chapter leader failed to attend scheduled meetings with the Community Service Office and Theta Xi did not continue their partnership with Fountain Hill Elementary School due to conflicting ideas and schedules. The chapter should be cautious and nurture these relationships or else risk doing irreparable damage and losing them as partners and resources.
- Theta Xi made beginning efforts in developing direct community service. The committee recommends that the chapter continue to grow these efforts based on members' passions to increase direct impact on the local South Bethlehem community. Specifically, consider the chapter's interest in mental health or sustainable food efforts.

Chapter Development Question for 2018-2019:

- **How can Theta Xi foster healthy relationships with campus and community partners in order to develop direct service efforts that leave a lasting impact?**

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

Academic & Intellectual Advancement

- Theta Xi was ranked 14th out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 2.84, a decrease of 0.09 from the spring 2017 semester. The 2.84 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi was ranked 11th out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 2.95, an increase of 0.11 from the fall 2017 semester. The 2.95 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi's spring 2018 new member class GPA was 2.73 ranking 11th out of 14 Interfraternity Council chapters.
- Theta Xi had 6.8% of the chapter on the Dean's List in the fall 2017 semester and 12.7% on the Dean's List in the spring 2018 semester.
- The chapter hosted a series of speakers at the facility over the course of the year. This new effort, commonly referred to as "TX Talks" engaged faculty members and professionals across many industries to speak on topics such as leadership, teamwork, and the job search. The committee considers this a best practice.
- Theta Xi requires members to maintain a minimum 2.5 GPA to be in good standing. Should a member fall below for one semester, they are placed on academic probation. Two semesters below the minimum places members on academic suspension. This standard was implemented last year and the chapter has followed through on this by suspending two members indefinitely and clarified their involvement with the chapter when on either status. The committee commends the chapter for following through on such a difficult decision.
- The chapter assigns Brother Development Officers to help brothers plan out courses over four years. While this is good in theory, the committee cautions the chapter to make sure these are in alignment with academic advisor recommendations.
- Theta Xi hosts a "Smart Guy Dinner" and awards a "Best Brother" award. While positive incentives are good practice, the committee is concerned about the message the titles send to those who do not achieve this recognition. It is recommended that the chapter find ways to also reward brothers for improvement. This is a repeated recommendation from last year.
- The chapter brought in the Center for Academic Success to host a study skills presentation for members. The committee commends the chapter for utilizing campus resources to help improve members' academic performance.
- The committee is concerned that, in the fall 2017 semester, 23% of the chapter was at or below the minimum 2.5 GPA requirement. According to the chapter, the majority of members struggling are current sophomores. Juniors and senior members are doing well which indicates to the committee that perhaps too many expectations are being placed on the underclassmen to carry the full responsibility of the chapter, both logistically and socially.
- Theta Xi had the Center for Career and Professional Development host resume workshops both in the fall and spring semester. Through these workshops, members learned about best practices for effective resumes as well as how to use technology such as LinkedIn and HandShake to their full advantage when searching for jobs and internships.

Chapter Development Question for 2018-2019:

- **How can Theta Xi create a culture of academic support that is proactive in addressing members' needs?**

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

Facilities Management

- Theta Xi had no common damages for 2017-2018.
- Theta Xi managed openings and closings with no issues.
- Theta Xi passed life safety inspections and fire drills with zero violations
- The chapter successfully met occupancy for both the fall and spring semesters.
- The chapter implements mandatory quiet hours from 6:00-10:00 PM on weekdays during exam weeks. The committee encourages the chapter to consider extending quiet hours beyond 10:00 PM and implementing quiet hours throughout the year. These changes would send a clearer message that academics are important year round, despite exam schedules.
- The chapter upgraded the Xibrary in the house with new desks, chairs, and dual computer screen stations. The committee commends the chapter on their renovations in recent years to create a home for members that is well taken care of and functional for their needs.
- Theta Xi hosts Brooke Clayton from the Office of Residential Services twice a year to lead a life safety education session. This proactive measure ensures that members understand expectations and prevents violations. The committee considers this a best practice.
- The committee commends the chapter on their sustainability efforts. The chapter began composting and educated members on the appropriate things to compost and why it is important. Additionally, the chapter conducted a waste audit and maintains a 1:1 garbage to recycling bin ratio with proper signage. Finally, the chapter made efforts to conserve water by implementing a week of shortened showers. Members had to shower in under five minutes or else they would be responsible for managing the composter for the following two days.

Chapter Development Question for 2018-2019:

- **How can Theta Xi use their successes to educate other chapters on best practices for facilities management, especially with regard to sustainability efforts?**

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

Overall Rating

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

Theta Xi did a lot of work on the foundation of the organization and to address organizational culture. Currently, the chapter seems to be defining success as not getting into trouble. The committee is concerned that this mentality is what has led to inconsistent progress year after year. This next year will be crucial in determining the trajectory of the organization. An important starting point is for the chapter to establish a new vision of success and engage the entire membership in setting goals to achieve that in order to continue momentum and progress. Theta Xi cannot continue along the back and forth path of the last five years. It is time to break the cycle and the committee is hopeful that the chapter can be successful if they continue to garner buy-in from across the membership and take advantage of available resources to develop best practices.

The Accreditation committee assigns Theta Xi 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 Xi take advantage of campus development opportunities to provide more members with leadership skills?
- How can Theta Xi engage the entire chapter in setting SMART goals that will continue year to year growth?
- How can Theta Xi foster healthy relationships with campus and community partners in order to develop direct service efforts that leave a lasting impact?
- How can Theta Xi create a culture of academic support that is proactive in addressing members' needs?
- How can Theta Xi use their successes to educate other chapters on best practices for facilities management, especially with regard to sustainability efforts?

Best Practices

- The chapter hosted a series of speakers at the facility over the course of the year. This new effort, commonly referred to as "TX Talks" engaged faculty members and professionals across many industries to speak on topics such as leadership, teamwork, and the job search. The committee considers this a best practice.
- Theta Xi hosts Brooke Clayton from the Office of Residential Services twice a year to lead a life safety education session. This proactive measure ensures that members understand expectations and prevents violations. The committee considers this a best practice.