

ALPHA TAU OMEGA

Accreditation Report
2018-2019

Leadership & Member Development

- The chapter has a developed member education plan that focuses on career development and leadership development.
- The chapter revamped its new member education plan to better align with the chapter's values and overall mission.
- The panel commends the chapter on rededicating their focus to Alpha Tau Omega's ritual and incorporating the teachings from the ritual into chapter functions.
- The panel commends the chapter on developing and maintaining a strong relationship with the national office and that they have taken part in Alpha Tau Omega International Headquarters programming.
- All 2018 initiates attended the Alpha Tau Omega Emerging Leaders Conference sponsored by the IHQ.
- The president and vice president attended the Alpha Tau Omega National Congress in summer 2018.
- The Chapter President and Vice President attended the President's Retreat sponsored by the IHQ. The chapter brought back information concerning accountability of chapter members.
- Chapter members are involved in leadership roles in other campus organizations including Student Senate, Interfraternity Council, TRAC fellows, Orientation Leaders, and the Brown and White.

Chapter Development Question for 2019-2020:

- **How can ATO formalize the transfer of leadership skills to and from the members outside experiences?**

In the area of **Leadership & Member Development**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

Organizational Operations

- The chapter held a summer goal setting retreat in July to plan for the upcoming year. The areas of focus were chapter unity, long term improvements in chapter operations and motivation of members, and overhauling the judicial board.
- The panel commends using the "sprint" method as learned from management classes, to achieve chapter goals and combat apathy among members. The incorporation of classroom learning into chapter operations is a best practice.
- The chapter worked with Holly Taylor to reform the judicial board. The chapter divided violations across organization ethics of love and respect. This is a best practice.
- The chapter transitioned to a new and independent chef for this academic year. The chapter found this to be more efficient and cost effective. The chapter is encouraged to continue to keep up with all budgetary, employment, and tax requirements utilizing their vast alumni network to make sure they are in compliance.

- The chapter reformed their budget and a stricter dues collection procedure. This allowed the chapter to decrease its accounts receivable balance and utilize their funds more efficiently.
- The new and old executive boards participated in a winter goal setting retreat. The results included a new service theme, a new transition guide, and a desire to break the Accreditation cycle of struggling one year, and doing very well the next.
- The chapter changed its election cycle so that new officers start in the spring semester. The chapter found this both challenging and rewarding.
- The chapter acknowledged the problems that they had during the fall 2018 semester regarding recruitment.
- The chapter developed a good working relationship with their advisor Mr. Blankenship.
- The chapter took the lessons learned from the problems with recruitment texts in the fall 2018 semester to heart and revamped their recruitment strategies.

Chapter Development Questions for 2019-2020:

- **How can the chapter formalize their organizational processes to ensure that they are able to be passed down to the next batch of officers?**
- **The chapter could examine using restorative practices to further fine tune their judicial board.**

In the area of **Organizational Operations**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

Community Service & Engagement

- Alpha Tau Omega developed a strong relationship with LUPD early in the academic year.
- The chapter hosted a fall faculty BBQ in which members invited faculty members to the event.
- The chapter was highly involved in intramurals.
- The chapter developed a "Service Theme" for this year. The chapter believes that by having a yearly theme, they can better focus on service and philanthropy. This year's theme was "Youth of the Lehigh Valley". The chapter is advised to maintain this theme for at least one more full academic year.
- The chapter should take the time to develop reflection time after each service event to share things that were learned with other members.
- The chapter sent inappropriate text messages to potential recruits and was held accountable for this action.
- The chapter had no other disciplinary violations.
- The chapter has a robust alumni program and strong alumni involvement. The chapter is encouraged to develop an advisory board of alumni members to further facilitate chapter excellence.

Chapter Development Questions for 2019-2020:

- **How can the chapter integrate their meaningful dedication to service into their values based recruitment efforts?**

- **How can the chapter further developing meaningful reflection before and after service events?**

In the area of **Community Service & Engagement**, the committee rated Alpha Tau Omega to be an **Unaccredited Chapter**.

Academic & Intellectual Advancement

- Alpha Tau Omega was ranked fifth out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 3.15, a decrease of 0.01 from the spring 2018 semester. The 3.15 GPA placed the chapter above the All Fraternity and All Greek Average.
- Alpha Tau Omega was ranked 11th out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.10, a decrease of 0.05 from the fall 2018 semester. The 3.10 GPA placed the chapter below the All Greek and All Fraternity average.
- Alpha Tau Omega's fall 2018 new member class ranked fourth out of 10 Interfraternity Council chapters. Alpha Tau Omega had one new member for fall 2018 and grades are not reported for the chapters who have one member or new member per FERPA. The new member class GPA was 3.04 for spring 2019 ranking fifth out of 13 Interfraternity Council chapters.
- Alpha Tau Omega had 13.5% of the chapter on the Dean's List in the fall 2018 semester and 20.0% on the Dean's List in the spring 2019 semester.
- The chapter has developed a strong relationship with their new advisor Dr. Brennan. The relationship reflects the chapter's focus on career development and management skills. This is a best practice.
- The chapter continues to support the Barthold Scholarship program.
- The chapter continues to provide meaningful career exploration and development for all members. Including the fall career day program with alumni members.
- The chapter recognizes their internal sense of competition and blends that with the desire to celebrate the successes of their members.

Chapter Development Question for 2019-2020:

- **How can Alpha Tau Omega expand their intellectual pursuits beyond career and grade focused programming to provide an environment that supports all intellectual pursuits?**

In the area of **Academic & Intellectual Advancement**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

Facilities Management

- Alpha Tau Omega's common damages for the year were \$3,575.97.
- Alpha Tau Omega had an issue with the new desk chairs they were provided this year as almost all of the chairs were found to be damaged at the end of the year.
- The chapter had several members violate the General Provisions of Student Occupancy by using nails and screws in the walls of their bedrooms. This caused damage to the walls.
- Alpha Tau Omega managed openings and closings with no issues.
- Alpha Tau Omega passed life safety inspections and fire drills with zero violations

- The chapter failed to meet the 90% occupancy standard for both the fall 2018 and spring 2019 semesters at 86% for both semesters.
- The chapter utilized P&E funds to improve the chapter house including the purchase of new dining room furniture.
- The chapter continued its donation drive from last year and found it continues to be successful.
- The chapter followed last year's recommendation to increase sustainability efforts. The chapter's eco reps reduced water waste by removing the double sets of shower heads and started using milk in larger container to reduce recycling waste.

Chapter Development Questions for 2019-2020:

- **What further sustainability steps can the chapter take in the upcoming academic year?**
- **How will the chapter continue to foster pride in their chapter home?**

In the area of **Facilities Management**, the committee rated Alpha Tau Omega to be an **Accredited Chapter**.

Overall Rating

Overall, Alpha Tau Omega has been rated an Accredited chapter by the 2018-2019 Accreditation committee.

Alpha Tau Omega showed itself to be a strong chapter during the 2018-2019 academic year. They provide their members with internal structures that make membership in this organization an asset to their members. The chapter is dedicated to being a chapter that is about leadership and strong bonds of loyalty and brotherhood. The next step in the chapter's growth needs to be about using these teachings and skills to make the Lehigh Fraternity and Sorority Community and the overall student community stronger. Alpha Tau Omega is in a particularly strong position to bring about change and become a leader as the Fraternity and Sorority Community moves into the next phase of its evolution.

The Accreditation committee assigns Alpha Tau Omega 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 ATO formalize the transfer of leadership skills to and from the members outside experiences?
- How can the chapter formalize their organizational processes to ensure that they are able to be passed down to the next batch of officers?
- The chapter could examine using restorative practices to further fine tune their judicial board.
- How can the chapter integrate their meaningful dedication to service into their values based recruitment efforts?
- How can the chapter further developing meaningful reflection before and after service events?
- How can Alpha Tau Omega expand their intellectual pursuits beyond career and grade focused programming to provide an environment that supports all intellectual pursuits?
- What further sustainability steps can the chapter take in the upcoming academic year?

- How will the chapter continue to foster pride in their chapter home?

Best Practices

- The chapter has rededicated itself to ritual and incorporating ritual into chapter operations.
- The panel commends using the “sprint” method as learned from management classes, to achieve chapter goals and combat apathy among members.
- The chapter worked with Holly Taylor to reform the judicial board. The chapter divided violations across organization ethics of love and respect.
- The chapter developed a “Service Theme” for this year. The chapter believes that by having a yearly theme, they can better focus on service and philanthropy.
- The chapter has developed a strong relationship with their new advisor Dr. Brennan. The relationship reflects the chapter’s focus on career development and management skills.