

PHI DELTA THETA

Accreditation Report
2018-2019

Leadership & Member Development

- Phi Delta Theta's Phikeia (New Member) Education Program is focused on three learning principles to include the leadership and organizational structure of the chapter, knowledge and history of the chapter and building a strong brotherhood. The Phikeia Education Manual is the primary source of information for members.
- Phi Delta Theta has made changes to their leadership structure, particularly by having two individuals fulfill each of the following roles: Recruitment Chair, Phikeia Education and Social Chair. The chapter felt that the responsibility of any of these positions was overwhelming for one person.
- The committee recognizes the concern for balancing leadership roles with members' other responsibilities, but was left questioning the presence of the general membership and what it looks like given the significant number of people in leadership positions. The committee recommends that the chapter create leadership opportunities without formal titles.
- Phi Delta Theta established a Gender Equity Chairman as a means to be more informed of women's issues. The Chairman is also expected to work with the Center for Gender Equity and Gender Violence, Education and Support. The committee felt this role was more of a "report-back" on events and experiences and recommends that efforts are made to truly understand and engage in these issues.
- Phi Delta Theta made changes to its Officer Transition plan based on recommendations made by the 2017-2018 Accreditation panel. Those changes included incorporating officer shadowing after elections. Meetings are also scheduled for sharing information about the officer duties, as well as an information exchange through a Google Drive folder. Newly elected officers also attended Executive Board meetings.
- Phi Delta Theta members are involved in various clubs and organizations across campus, including leadership positions in the Admissions Ambassador Program, College Democrats, Community Service Office and Interfraternity Council among others.
- Phi Delta Theta sent members to leadership conferences and retreats as a means to strengthen their chapter as a whole. Those attended were the 2018 Kleberg Emerging Leaders Institute, President's Leadership Conference and Pennsylvania/West Virginia Province Retreat.

Chapter Development Question for 2019-2020:

- **How can Phi Delta Theta continue to share the learnings from their respective involvements?**

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

Organizational Operations

- Phi Delta Theta emphasized the importance they have placed on all members having an equal role in membership to mean that every person's voice is heard. To that end, chapter committees meet weekly to discuss short and long-term goals. The chapter also hosts a

chapter-wide session every two weeks and has discussions regarding their reasons for joining the chapter and what they hope to get out of the experience.

- Phi Delta Theta noted its full support for dry recruitment as it allowed them to focus on academics and identify strong potential new members, recognizing that they learn more about someone in a sober environment.
- Phi Delta Theta has fostered transparency in its financial record keeping and processing and invites members to ask questions and learn more about where funds are being allocated.
- Phi Delta Theta identifies a Brother Monitor who serves as the point-person for immediately dealing with issues that may arise during social events. The committee strongly recommends that the chapter consider how issues of safety at social events can be addressed proactively, e.g. attend to actions and behaviors that are the precursor to issues versus the consequences.

Chapter Development Question for 2019-2020:

- **In what ways is the chapter continuing to assess the work they have been doing and meet the specific goals they have set?**

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

Community Service & Engagement

- The chapter had a significant conduct violation regarding inappropriate text messages sent to potential new members. The content of these messages was inconsistent with the values of the Greek community and with Phi Delta Theta's values.
- Phi Delta Theta participated in a number of community service events throughout the academic year as they strived to increase their service and philanthropic efforts.
- Phi Delta Theta volunteered at many of the Community Service Office events to include Spooktacular, Parents Night Out and work with Victory House among others.
- Phi Delta Theta members also did service through individual members. One member works with the Pathways Development Initiative: Uganda. A second member participated in ServeAbroad Antigua.
- Phi Delta Theta made some updates and changes to their community service plan to include tracking members' volunteer hours, instituting a five hours of service per semester minimum, incentivizing service by linking it to their room selection process and documenting service events. The result was an increase in volunteer hours from 350 to 430.
- The chapter acted on a recommendation to include more non-Greek organizations in their events. As a result, more than 10 Greek and non-Greek organizations participated in their sponsorship of kickball at Broughal Middle School.
- The chapter acknowledged its disciplinary conduct record which resulted in their institution of a recruitment text policy that now requires approval from the Chapter President and Risk Manager before it is sent to all members.
- The committee appreciates how Phi Delta Theta provided more information to the chapter membership about the "why" of service and how it positively impacts the community, but believes there is still a gap in terms of the members' personal reflection on their work in service and how it impacts them and/or the community.

Chapter Development Question for 2019-2020:

- **How can the chapter encourage and facilitate members to reflect on their own learning as it relates to service and its impact?**

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

Academic & Intellectual Advancement

- Phi Delta Theta was ranked 13th out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 2.88, a decrease of 0.22 from the spring 2018 semester. The 2.88 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Delta Theta was ranked seventh out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.14, an increase of 0.26 from the fall 2018 semester. The 3.14 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Delta Theta's fall 2018 new member class GPA was 2.46 ranking ninth out of 10 Interfraternity Council chapters. Phi Delta Theta's spring 2019 new member class GPA was 2.93 ranking ninth out of 13 Interfraternity Council chapters.
- Phi Delta Theta had 17.1% of the chapter on the Dean's List in the fall 2018 semester and 34.6% on the Dean's List in the spring 2019 semester.
- The chapter revised aspects of their academic plan to include incorporating the use of campus support resources versus chapter members as they recognized the latter were overtaxed with their own academic responsibilities. The committee considers this to be a valuable change.
- The chapter further incentivized the use of campus resources by requiring members to utilize their instructors' office hours which factored into the chapter's room selection process.
- Phi Delta Theta incorporated events that were academic in focus as a means to recruit new members with the understanding that academic success is a priority for the chapter.
- Phi Delta Theta continued the Literacy Exercises, which have been and continue to be noted as a best practice. Members share their interests and passions during the initial portion of the chapter meeting. These presentations give members an opportunity to learn more about each other, as well as for the presenter to practice public-speaking and related presentation skills.
- The committee commends the chapter's academic plan and efforts to support members' academic success. The committee recommends that the chapter consider other resources, aside from tutoring, that may be effective. The Center for Academic Success is a prime resource to explore options.

Chapter Development Question for 2019-2020:

- **How can your scholarship plan serve to better encourage achievement and infuse confidence in efforts?**

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

Facilities Management

- Phi Delta Theta's common damages for the year were \$365.00.
- 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 failed to meet the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 74% for both semesters.

Chapter Development Question for 2019-2020:

- **How can the chapter actively address its issue of low occupancy?**

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 meeting expectations on most fronts as it relates to Accreditation. That said, the panel sentiment is that the chapter is capable of doing much more and encourages the group to continue working to be true to themselves, their values and what is important to them as a chapter.

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 share the learnings from their respective involvements?
- In what ways is the chapter continuing to assess the work they have been doing and meet the specific goals they have set?
- How can the chapter encourage and facilitate members to reflect on their own learning as it relates to service and its impact?
- How can your scholarship plan serve to better encourage achievement and infuse confidence in efforts?
- How can the chapter actively address its issues of low occupancy?

Best Practices

- Phi Delta Theta continued the Literacy Exercises, which have been and continue to be noted as a best practice. Members share their interests and passions during the initial portion of the chapter meeting. These presentations give members an opportunity to learn more about each other, as well as for the presenter to practice public-speaking and related presentation skills.