

PHI KAPPA THETA

Accreditation Report

2018-2019

Leadership & Member Development

- Phi Kappa Theta has shown growth in this area as a result of their involvement with DMB Consulting. While the use of this service is a result of conduct violations and a member review, this relationship has been embraced by the membership.
- Phi Kappa Theta is increasing its involvement with their National Office.
- The chapter must ensure that the members that are involved in leadership positions in other organizations transfer information and skills back and forth between organizations.
- The chapter's four-phase officer transition program is very strong. The chapter should add assessment to this process so that success can be measured.
- If the chapter continues to work with DMB Consulting with this level of member commitment, this is an area that will be Accredited with Excellence next year.

Chapter Development Questions for 2019-2020:

- **How can Phi Kappa Theta use DMB Consulting and campus resources together to further the chapter?**
- **How can Phi Kappa Theta formalize the transfer of information from outside leadership positions to chapter members?**
- **How can Phi Kappa Theta utilize the concept of Servant Leadership in furthering the chapter's growth and influencing the Lehigh Greek Community?**

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

Organizational Operations

- Phi Kappa Theta must begin making meaningful plans as to how their reduced membership after the review will impact their finances.
- The chapter reports utilizing the organization's ritual on a regular basis and incorporating the teachings into every day chapter life.
- The chapter has a functioning standards board and is encouraged to use it in different ways to promote member adherence to chapter values.
- The chapter must develop a meaningful plan for recruitment using open and honest communication with potential new members.
- The panel commends the chapter for recruiting in both the fall and spring, and hopes that the chapter continues this practice.

Chapter Development Questions for 2019-2020:

- **How can the chapter build on the current level of member commitment in the upcoming year?**

- **How can Phi Kappa Theta develop a recruitment plan that is based on the values of their organization and is based on open, honest communication with potential new members?**

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

Community Service & Engagement

- The chapter has been found responsible for serious conduct violations this year; one related to recruitment and new member education and the other related to social policy violations.
- The chapter continues to provide a meaningful service program for the members that participate in the trip to the Dominican Republic.
- Phi Kappa Theta is commended for developing a four-year community service program that has reflective elements across the four years of membership.
- The chapter brought in a speaker on men's health and connected that to the Movember Program.
- The chapter is commended for encouraging and embracing the emotional elements of the DMB Consulting program. The panel recommends that the chapter continue deeper conversations and growth among members.
- Phi Kappa Theta is commended on the handling of the incident with the members on the balcony during the final weeks of the semester.

Chapter Development Questions for 2018-2019:

- **How can the chapter deliver on its promise of continual improvement?**
- **How can Phi Kappa Theta break the cycle of disciplinary issues that have plagued the organization?**

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

Academic & Intellectual Advancement

- Phi Kappa Theta was ranked 10th out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 3.01, a decrease of 0.13 from the spring 2018 semester. The 3.01 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta was ranked eighth out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.12, an increase of 0.11 from the fall 2018 semester. The 3.12 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Kappa Theta's fall 2018 new member class GPA was 2.74 ranking sixth out of 10 Interfraternity Council chapters. Phi Kappa Theta's spring 2019 new member class GPA was 2.86 ranking 13th out of 13 Interfraternity Council chapters.
- Phi Kappa Theta had 11.1% of the chapter on the Dean's List in the fall 2018 semester and 22.2% on the Dean's List in the spring 2019 semester.

- Phi Kappa Theta worked with Catherine Cimei in the Center for Academic Success to execute a program on time management with members who were having academic issues. It is recommended that the chapter continues this program with all new members.
- The chapter has a four-year professional development plan that seeks to provide opportunities for members.

Chapter Development Questions 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?**
- **How can the chapter develop and better utilize a formal advisory structure (faculty, staff, alumni, etc.)?**

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 2018-2019.
- 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 failed to meet the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 64% and 68% respectively.
- 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 Questions for 2018-2019:

- **How can Phi Kappa Theta invest in the chapter facility to create a true living and learning community?**
- **How can the chapter instill a sense of "home" in members who live in and live out of the facility?**

- **How will Phi Kappa Theta address occupancy issues in the upcoming semesters?**

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 2018-2019 Accreditation committee.

This was a challenging year for Phi Kappa Theta that nearly resulted in their dissolution. However, a membership review, the dedication to their National Office, alumni board and the remaining undergraduate membership resulted in a chapter that is seemingly prepared to meet the challenges of the future. While the chapter is Accredited overall, they are still in a somewhat precarious position regarding their standing on campus. The members of Phi Kappa Theta must break the cycle of on and off conduct violations and focus on becoming a truly values-based organization. All of the tools needed are in place, the chapter must decide to use those tools.

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 the chapter build on the current level of member commitment in the upcoming year?
- How can Phi Kappa Theta develop a recruitment plan that is based on the values of their organization and is based on open, honest communication with potential new members?
- How can the chapter deliver on its promise of continual improvement?
- How can Phi Kappa Theta break the cycle of disciplinary issues that have plagued the organization?
- How can Phi Kappa Theta build a culture of intellectual curiosity that takes into consideration the fraternity's Pillars and members' passions?
- How can the chapter develop and better utilize a formal advisory structure (faculty, staff, alumni, etc.)?
- How can Phi Kappa Theta invest in the chapter facility to create a true living and learning community?
- How can the chapter instill a sense of "home" in members who live in and live out of the facility?
- How will Phi Kappa Theta address occupancy issues in the upcoming semesters?
- How can Phi Kappa Theta use DMB Consulting and campus resources together to further the chapter?
- How can Phi Kappa Theta formalize the transfer of information from outside leadership positions to chapter members?
- How can Phi Kappa Theta utilize the concept of Servant Leadership in furthering the chapter's growth and influencing the Lehigh Greek Community?

Best Practices

- The chapter's four-phase officer transition program is a best practice that should be shared with the Greek Community as a whole.
- Phi Kappa Theta hosted an annual spring break service trip to 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 long time best practice; however, encourages the chapter to share its story outward.
- The chapter has a four year community service plan that includes reflection by participants and is closely tied to the Community Service Office.