

THETA XI

Accreditation Report
2018-2019

Leadership & Member Development

- Theta Xi utilized the Golden Circle to focus on the “why, how and what” of their organization.
- Theta Xi continued hosting TX Talks. These talks consist of brothers and/or speakers presenting on interviewing, resume building and careers. The TX Talks expanded to brother workshops where brothers present on areas of expertise, e.g. presentation on how to do a case study during an interview.
- The chapter members represent 60 clubs with 26 brothers holding positions. They also utilized groups for recruitment.
- Theta Xi members utilize a decision-making model where brothers have a voice prior to running for a position.
- The Chapter President and Vice President attended a leadership academy in St. Louis and brought back SMART goals to the brotherhood which were also utilized during leadership transitions.
- The committee commends the TX Talks expansion to brother workshops and utilizing members to recruit through their clubs and organizations.
- The committee recommends the brothers use opportunities on campus to develop their leadership skills (i.e. LeaderShape, etc.). The chapter needs to build upon officer transitions other than using a form. Brothers who are not a part of the leadership should be brought into leadership discussions and transferrable skills.

Chapter Development Question for 2019-2020:

- **How can Theta Xi reevaluate their previous chapter development question to align with their values as an organization?**

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

Organizational Operations

- Theta Xi utilizes a point-tracking system to account for accomplishments outside of Theta Xi. Brothers receive points for attend career fairs, supporting other organizations and attending speakers.
- Theta Xi has a positive Standards Board that is education based and has a greater focus on learning from mistakes. A brother presented on time-management to the chapter when they were below points.
- Theta Xi was dissolved earlier in the semester, which was later overturned on appeal. As a result, the chapter worked to create better relationships with alumni. Their communication increased individual accountability between brothers and Lehigh University.
- The committee commends their development of a waiver for individual accountability.
- The committee recommends the chapter further develop the Standards Board. The Standards Board is in name only. It needs to be robust and address all levels of participation.

Outside individuals cannot be place with all the blame as they are not the only ones bringing alcohol to events.

Chapter Development Question for 2019-2020:

- **How can Theta Xi develop a robust accountability program within their brother development program?**

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

Community Service & Engagement

- Theta Xi 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 the chapter's values.
- The chapter set goals to build relationships with Bethlehem and Lehigh and to raise awareness for mental health. Their commitment to Southside was in working with the Victory House, Feel Good Fridays, Parents Night Out, Homework Club and Adopt-A-Family. They consistently help the Community Service Office. The CSO reached out to ask about Feel Good Friday participation at the last minute and Theta Xi delivered. For mental health, the brothers educated themselves by using peer health advisors, mindfulness meditation and their DMAX program.
- Theta Xi's philanthropy was used for Southside Clean Up. Greek events, Break the Silence, Walk MS and fence building at Lehigh's Community Gardens.
- Theta Xi's goals for next year include retaining a relationship with CSO, encouraging brothers to take up roles in organizations involved with Southside and to partner with NAMI and DMAX to inform the student body on mental health.
- Theta Xi experienced conduct violations this year which made them a dry chapter. Their social events include the front and back door being enforced by a risk manager.
- The committee commends the chapter for completing their recommendation from last year which was developing a relationship with the Community Service Office.
- The chapter experienced two hazing violations this year. The committee recommends the chapter utilize the information they received from nationals to prevent this behavior in the future, as well as having an overall discussion with members on how to improve the culture of Theta Xi.
- The committee recommends the chapter work with the CSO to develop a signature service plan for their organization that will have a lasting impact. The chapter needs to bring in the learning and reflect on these experiences.

Chapter Development Question for 2019-2020:

- **How can Theta Xi develop a significant plan to address member behavior through preventing hazing?**

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

Academic & Intellectual Advancement

- Theta Xi was ranked eighth out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 3.06, an increase of 0.11 from the spring 2018 semester. The 3.06 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi was ranked 12th out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.08, an increase of 0.02 from the fall 2018 semester. The 3.08 GPA placed the chapter below the All Fraternity and All Greek average.
- Theta Xi's spring 2019 new member class GPA was 2.90 ranking 12th out of 13 Interfraternity Council chapters.
- Theta Xi had 25.7% of the chapter on the Dean's List in the fall 2018 semester and 18.2% on the Dean's List in the spring 2019 semester.
- The chapter promotes the culture of success by having mandatory quiet hours, utilizing academic big brothers, and having incentive programs. Brothers with a 2.5 GPA are placed in an at-risk group who meets with the Academic Chair once per week.
- The committee commends the overall GPA improvement from a 2.9 to 3.1.
- The committee recommends the chapter promote intellectual development beyond the classroom (potentially expanding the mental health focus and bring DMAX back to the brotherhood). The chapter can revisit points to have other levels of participation as it currently lacks depth (i.e. if a brother is not going to be in the top for a textbook, then there is no incentive).

Chapter Development Question for 2019-2020:

- **How can Theta Xi develop their intellectual capacity and potentially leverage their mental health interests?**

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

Facilities Management

- Theta Xi's common damages for the year were \$175.00.
- Theta Xi managed openings with no issues, but had some problems with covered smoke detectors at the Spring Break closing. This shows a disregard for posted rules, as well as safety.
- Theta Xi passed life safety inspections and fire drills with zero violations
- The chapter successfully met the 90% occupancy standard for the fall 2018 semester at 93%, but failed to meet for the spring 2019 semester at 80%.
- The chapter held life safety education talks with the Assistant Director of Housing Services. They made renovations to the chapter room to include a multi-media system.

Chapter Development Question for 2019-2020:

- **How can Theta Xi continue improvements as years progress?**

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

Overall Rating

Overall, Theta Xi has been rated an Unaccredited chapter by the 2018-2019 Accreditation committee.

Theta Xi Fraternity had a difficult year and did not meet the basic standards of the Lehigh University Greek community. The chapter had multiple conduct violations and repeated failures with chapter leadership addressing basic issues. However, the chapter's revitalized relationship with their alumni and their national office, after almost being dissolved, may have built a foundation for positive development in the upcoming academic year. All of the resources needed are present, it is up to the undergraduate members to take control of the chapter's trajectory and move forward to becoming a positive and contributing member of the Lehigh Greek community.

The Accreditation committee assigns Theta Xi an overall rating of Unaccredited, which does not meet expectations set forth by Lehigh University. The chapter is not successful in multiple metrics and does not meaningfully contribute to the Greek and Lehigh communities. A chapter that receives an Unaccredited rating for two consecutive academic years loses University recognition and access to group housing.

Chapter Development Questions

- How can Theta Xi reevaluate their previous chapter development question to align with their values as an organization?
- How can Theta Xi develop a robust accountability program within their brother development program?
- How can Theta Xi develop a significant plan to address member behavior through preventing hazing?
- How can Theta Xi develop their intellectual capacity and potentially leverage their mental health interests?
- How can Theta Xi continue improvements as years progress?