

Alpha Epsilon Pi

Accreditation Report

2021-2022

Leadership & Member Development

- The chapter initiated a new '.5' program to create a more structured and comprehensive officer transition process. This program allows for incoming officers to have a shadowing period to understand the roles and responsibilities of chapter leadership positions.
- Alpha Epsilon Pi intentionally sourced availability from new members when scheduling membership development programming to ensure they were able to take advantage of the opportunities.
- The chapter's diversity, equity, and inclusion efforts included programs surrounding anti-racism and gender identity.
- The chapter should look to differentiate between different "Pub Night" experiences; "Pub Night" was used to describe brotherhood events at the house that are alcohol-free and as a time for brothers who are 21+ to go elsewhere to socialize with alcohol.
- Alpha Epsilon Pi demonstrates incorporating organizational mission and values throughout their educational programming. An example of this is the "Gender in Judaism" workshop the chapter did in collaboration with their staff and faculty advisors.

Chapter Development Questions for 2022-2023:

- How can the chapter continue to think more broadly about diversity, equity and inclusion that places an emphasis on intersectionality?

In the area of **Leadership & Member Development**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Organizational Operations

- Alpha Epsilon Pi updates their constitution and bylaws on an annual basis.
- The chapter's Health and Safety Coordinator focuses on policy education for members of the chapter to ensure they are aware of national, chapter, IFC, and University policy expectations. This year, Alpha Epsilon Pi specifically focused on educating members on the Student Organization Events with Alcohol Policy.
- The chapter cut operating costs and committed 75% of the chapters savings to subsidize dues and operating costs as all members were affected by the pandemic. The chapter has continued to use cost-saving measures and is working to rebuild the chapter savings to assist members as-needed in the future.
- Alpha Epsilon Pi demonstrated critical-thinking in considering the chapter's value proposition while recognizing that being cost-sensitive is integral in member retention. The chapter provides various opportunities and strategies to support members who are experiencing financial need.
- Alpha Epsilon Pi annually sets short-term and long-term goals for the chapter. The chapter members are encouraged to think through how they will hold themselves accountable and measure progress on these goals.
- The chapter talked about their Standards Board, but did not provide an in-depth overview of the process or examples of when it has been used.

Chapter Development Questions for 2022-2023:

- How will the chapter implement a fully functioning standards board to consistently hold individual members accountable for poor behavior or standards violations?

In the area of **Organizational Operations**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Community Service & Engagement

- Each semester, the chapter sends out a newsletter to families and alumni to update them on chapter operations and events.
- Alpha Epsilon Pi does an exemplary job building community within the Jewish and greater-Lehigh community.
- The chapter should consider setting a meaningful standard for participation in community service and hold members accountable to meet those expectations.
- The chapter should consider making an effort to collaborate with organizations in the Cultural Greek Council community.
- The panel would like to see the chapter actively engage in community cultural change and advocacy on relevant issues particularly those affecting the Jewish community.

Chapter Development Questions for 2022-2023:

- How can the chapter find purpose and intentionality in their community service and engagement initiatives?

In the area of **Community Service & Engagement**, the committee rated Alpha Epsilon Pi to be an **Accredited Chapter**.

Academic & Intellectual Advancement

- Alpha Epsilon Pi was ranked tenth out of 12 Interfraternity Council chapters in the fall 2021 semester with a GPA of 3.12, a decrease of 0.24 from the spring 2021 semester. The 3.12 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Alpha Epsilon Pi was ranked fifth out of 12 Interfraternity Council chapters in the spring 2022 semester with a GPA of 3.26, an increase of 0.14 from the fall 2021 semester. The 3.26 GPA placed the chapter below the All Greek average, but above the All Fraternity and All IFC averages.
- Alpha Epsilon Pi's fall 2021 new member class GPA was 2.30 ranking sixth out of six Interfraternity Council chapters.
- Alpha Epsilon Pi's spring 2022 new member class GPA 3.34 ranking third out of 12 Interfraternity Council chapters.
- Alpha Epsilon Pi had 28.1% of the chapter on the Dean's List in the fall 2021 semester and 30.0% on the Dean's List in the spring 2022 semester.
- Alpha Epsilon Pi implements quiet hours in the house and a day off from chapter operations to foster a culture of 'school first, fraternity second' and allow members the opportunity to focus on academics.
- The chapter made an intentional shift from their traditional alumni career panel to smaller alumni career roundtables which allows the chapter to cater towards specific major groups. This is a great way to combine intellectual advancement with alumni engagement.
- The chapter is commended for their utilization of campus resources, specifically the Center for Academic Excellence, their faculty, and staff advisors.

- Alpha Epsilon Pi has developed a robust academic plan to address some issues that have arisen with the chapter and new member GPAs. The chapter should continue to monitor the program's success and adjust as needed.

Chapter Development Questions for 2022-2023:

- How will the chapter measure the success of their academic plan as a benchmark against chapter academic results?

In the area of **Academic & Intellectual Development**, the committee rated Alpha Epsilon Pi to be an **Accredited Chapter**.

Facilities Management

- Alpha Epsilon Pi had no common damages for 2021-2022.
- Alpha Epsilon Pi managed openings and closings with no issues.
- Alpha Epsilon Pi passed life safety inspections and fire drills with zero violations.
- Alpha Epsilon Pi was responsive to feedback from Housing Services and followed through with instructions throughout the year.

Chapter Development Questions for 2022-2023:

- How is the chapter incorporating Green initiatives and sustainability into facilities management?
- How will the chapter work with OFSA to ensure the successful implementation of the Live-In Graduate Assistant?

In the area of **Facilities Management**, the committee rated Alpha Epsilon Pi to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Alpha Epsilon Pi has been rated an Accredited with Excellence chapter by the 2021-2022 Accreditation committee.

Alpha Epsilon Pi was extremely successful this year focusing on improving key areas in chapter operations such as officer transitions, financial stability and transparency, and educational programs. Alpha Epsilon Pi continues to utilize and build off of long-term objectives and short-term goals to set the trajectory and measure the success of the chapter. Alpha Epsilon Pi's ability to integrate its organizational mission and values into everyday chapter operations and educational programming sets a standard for the Lehigh Greek community. The chapter should challenge themselves to continue to seek improvement and maintain the high level of performance the organization has demonstrated this year.

The Accreditation committee assigns Alpha Epsilon Pi an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!

Chapter Development Questions

- How can the chapter continue to think more broadly about diversity, equity and inclusion that places an emphasis on intersectionality?

- How will the chapter implement a fully functioning standards board to consistently hold individual members accountable for poor behavior or standards violations?
- How can the chapter find purpose and intentionality in their community service and engagement initiatives?
- How will the chapter measure the success of their academic plan as a benchmark against chapter academic results?
- How is the chapter incorporating Green initiatives and sustainability into facilities management?
- How will the chapter work with OFSA to ensure the successful implementation of the Live-In Graduate Assistant?

Best Practices

- The formatting and organization of Alpha Epsilon Pi's Accreditation report should be considered best practice.
- The chapter's Alumni Career Roundtables are a notable best practice.
- Alpha Epsilon Pi's relationship with their alumni, faculty, and staff advisor set a standard for the Greek community.
- Alpha Epsilon Pi's utilization of a chapter savings account to supplement membership dues in a time of need is a best practice.