

Phi Delta Theta

Accreditation Report
2021-2022

Leadership & Member Development

- Phi Delta Theta has a formalized member development plan, but it seems only to include new members. There is little evidence of member development efforts during the remainder of a person's undergraduate membership.
- Chapter members are very aware of the mission and values of the organization, but the chapter does seem to incorporate organizational mission and values in the educational programs that they do.
- The chapter is highly involved in IHQ events and is well connected with Phi Delta Theta initiatives.
- Over 50% of members are involved in other campus organizations.
- The chapter has a transition program for officers that is seemingly effective.
- The chapter demonstrated little action in Diversity, Equity, and Inclusion (DEI). They indicated that they have a chair for this area but did not articulate any actual programming or progress on educating their members or incorporating DEI work into their operations.
- Overall, it appears as if the chapter is functioning at or below the minimum level in this area and the lack of progress in DEI areas is detrimental to their overall evaluation.

Chapter Development Questions for 2022-2023:

- How can the chapter collaborate with university resources to enhance the membership experience?

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

Organizational Operations

- The chapter has a standards board but has indicated that it is not used very often if at all. The chapter had a significant conduct issue in August, and it is not apparent that they used their standards board to correct member behavior in this area.
- The chapter is active in IFC, but has not met with their OFSA advisor since February and only sporadically before that. This lack of communication with OFSA has had significant impacts on Phi Delta Theta's operations and accreditation this year and must be corrected immediately.
- The chapter is highly involved with their national office and aware of IHQ policies and practices, the chapter has set goals and is making progress towards those goals.
- The panel is unsure about how well the chapter educates members on financial responsibilities, resources, and processes when needing assistance.
- The chapter educates members on policies and expectations. The extent of that education is not clear.
- The chapter has not demonstrated significant work around DEI.
- The chapter seems to use values-based recruitment.
- The chapter completed comprehensive bylaws review in the 2021-2022 academic year.
- The chapter is financially stable and transparent.

Chapter Development Questions for 2022-2023:

- How can the chapter effectively communicate its plans as a chapter and how does the chapter's organizational operation benefit the Lehigh community?

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

Community Service & Engagement

- The chapter did not have a standard for community service hours for 2021-22 but is putting one in place. Note the panel suggests increasing the number of hours from five per semester (which the chapter already has done) to at least six per semester.
- It is not clear whether the chapter has a community service plan. They participate in community service and philanthropy hosted by other organization, but it is not clear if it is an intentional and comprehensive plan.
- There does not seem to be a method for chapter members to reflect on service or philanthropy before or after events.
- The chapter seems to value the service and philanthropy that they participate in.
- The chapter had a significant conduct violation in August 2021 and April 2022.
- It is not clear if the chapter identifies or discusses issues facing the campus or the Greek community.
- The chapter has a standards board that they have said would address inappropriate/harmful behavior, the panel is not sure if the chapter addresses or discusses significant issues beyond their chapter.
- The panel also questioned why the chapter has not planned and executed their marquee-level event and instead participated in others or individual service experiences.
- There is not a sense of a strong alumni communication plan, and the panel was told that they were restarting their alumni newsletter this semester. We do not know if the chapter has an active alumni advisory board, but they do have one alum who is active with the other fraternity alumni.
- The chapter has not conducted programming with non-Greek organizations.

Chapter Development Questions for 2022-2023:

- How can the chapter best align its goals with the university standards?
- Why has the chapter not collaborated with the community service office to create, establish, and implement a plan for the chapter's service and philanthropic efforts?
- How can the chapter create meaningful programming with organizations outside of the Greek community?

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 twelfth out of 12 Interfraternity Council chapters in the fall 2021 semester with a GPA of 3.00, a decrease of 0.33 from the spring 2021 semester. The 3.00 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Phi Delta Theta was ranked tenth out of 12 Interfraternity Council chapters in the spring 2022 semester with a GPA of 3.18, an increase of 0.18 from the fall 2021 semester. The 3.18 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.

- Phi Delta Theta's spring 2022 new member class GPA was 2.97 ranking tenth out of 12 Interfraternity Council chapters.
- Phi Delta Theta had 23.4% of the chapter on the Dean's List in the fall 2021 semester and 26.7% on the Dean's List in the spring 2022 semester.
- The chapter has provided a scholarship program that seems to address the issues of members.
- The chapter recognizes individual academic achievements.
- The chapter has provided no evidence that they engage in intellectual developmental activities.
- The chapter does not have a faculty advisor and does not seem to have a well-thought-out plan as to how to acquire one.
- The chapter could do more regarding professional development including working with alumni and campus offices to plan programs related to this topic. They listed several programs, but they seemed to be very surface-oriented.
- The panel is unaware of connections being made between classroom learning and membership.

Chapter Development Questions for 2022-2023:

- Why has the chapter not attained a faculty advisor?
- What can the chapter do to better ingratiate its members with a robust academic plan?

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

Facilities Management

- Phi Delta Theta had no common damages for 2021-2022.
- 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 communicates with constituencies concerning the house.
- The chapter holds individuals accountable for facility-related issues.
- The chapter uses best practices in house management and shows respect towards the facility.
- The chapter integrates some green initiatives.
- The chapter had remnants of open-source alcohol, along with an empty keg, and a case of hard alcohol.

Chapter Development Questions for 2022-2023:

- Why has the chapter had a lack of understanding between national policies and university policies surrounding the alcohol policy when the chapter work in alignment with national practices than the institutions?

In the area of **Facilities Management**, the committee rated Phi Delta Theta to be an **Unaccredited Chapter**.

Overall Rating

Overall, Phi Delta Theta has been rated an Unaccredited chapter by the 2021-2022 Accreditation committee.

Phi Delta Theta seems very in tune with their IHQ and less involved in the campus community. One panel member said “they are running a Phi Delt Chapter that happens to be at Lehigh”. The panel was highly concerned at the lack of involvement with OFSA and feels that had the chapter utilized campus resources regularly this rating may have been accredited. The chapter must begin fixing the issues in this report and bring itself in line with the rest of the Greek Community.

The Accreditation committee assigns Phi Delta Theta 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 the chapter collaborate with university resources to enhance the membership experience?
- How can the chapter effectively communicate its plans as a chapter and how does the chapter's organizational operation benefit the Lehigh community?
- How can the chapter best align its goals with the university standards?
- Why has the chapter not collaborated with the community service office to create, establish, and implement a plan for the chapter's service and philanthropic efforts?
- How can the chapter create meaningful programming with organizations outside of the Greek community?
- Why has the chapter not attained a faculty advisor?
- What can the chapter do to better ingratiate its members with a robust academic plan?
- Why has there been a lack of understanding between national policies and university policies surrounding the alcohol policy when the chapter work in alignment with national practices than the institutions?