

Alpha Epsilon Pi

Accreditation Report

2022-2023

Leadership & Member Development

- The chapter recognized that senior engagement was a weakness of the organization and contributed to a lack of mentoring younger brothers. This year the chapter implemented a new position, Senior Outreach Liaison to specifically work with seniors and keep them engaged in chapter operations.
- Chapter leadership attended headquarters sponsored national and regional leadership conventions where executive officers learned new membership development incentives such as “motivating the middle” that was brought back to the Sigma Eta chapter for the betterment of the brotherhood.
- Leadership retreats are held during the summer and winter where the Executive Board and Board of Directors reassess the current climate of the chapter along with planning programming for the upcoming school year.
- Officer transitions are fostered through the chapter’s .5 system where incoming officers shadow the current officers for a semester before they take on the role themselves.
- There is a strong connection between the membership involvement in Hillel and Chabad and bringing those values into the chapter development. The panelists encourage how involvement in other campus organizations can also contribute to the mission and values of Alpha Epsilon Pi.
- The Community Engagement and Diversity, Equity and Inclusion Director has provided workshops for members outside of the Greek life community and held educational workshops with Break The Silence and held a Candidate Forum with the candidates for PAs 7th Congressional District.

Chapter Development Questions for 2023-2024:

- How can a DEI plan be used for the betterment of the development of brothers?
- How can the chapter incorporate more DEI education into their New Member Education Plan?

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

Organizational Operations

- Alpha Epsilon Pi updates their bylaws regularly in order to meet the current needs of the chapter.
- The chapter has maintained financial transparency with members and provided financial information to new members early on in their new member education process in addition to sharing budgets and purchases with their general members as well.
- The chapter has maintained financial stability through a new financial aid assistance fund. The chapter has added \$50 to each brother’s semesterly payment which goes into a savings account specifically used for members who are in need of financial assistance, this also helps the chapter maintain retention amongst brothers.
- The New Member Agreement has been updated to meet the current needs of the chapter, this revision has been overseen by the alumni advisor of the chapter.
- Values-Based recruitment is demonstrated through Alpha Epsilon Pi’s recruitment strategy of focusing on their Six Qualities of an Ideal Brother when deciding who will be receiving a bid to join the fraternity. The panelists encourage brothers to also put these ideals into practice when planning their recruitment events.

Chapter Development Questions for 2023-2024:

- How can the chapter begin to reach their goal of implementing a fully functioning standards board?
- How can the Six Qualities of an Ideal Brother guide the chapter through planning meaningful recruitment events?
- How can the chapter begin to implement a structured and meaningful DEI plan into their organizational operations?

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

Community Service & Engagement

- The chapter participated in service opportunities provided by the CSO. Members volunteered their time with the Homework Club through after-school tutoring and activities with local students. The chapter also participated in CSO's Holiday Hope Chest, providing toys on children's wish lists around the holiday season. However, it should be noted that Alpha Epsilon Pi did not fulfill their responsibility of volunteering at CSO's annual Spring Fling.
- Collaboration with other Greek organizations is managed through Alpha Epsilon Pi's Co-Sponsorship Guidelines. This year, the chapter collaborated with various Panhellenic chapters in philanthropy and community service efforts.
- The chapter provided advocacy opportunities around relevant and meaningful issues, such as speaking out against antisemitism via Instagram, sharing campus resources for bystanders and Jewish members of Lehigh's community, and hosting their annual Walk to Remember in honor of Holocaust Remembrance Day.
- Alpha Epsilon Pi has a strong relationship with Hillel and Chabad where they host programs such as Shabbat dinners and get involved in service opportunities.

Chapter Development Questions for 2023-2024:

- How can a community service plan with meaningful service projects and reflection strengthen the chapter's service efforts?
- What can the chapter do to incentivize all members to participate in community service?
- What does collaboration look like outside of the traditional partnerships with the Panhellenic community?
- How can Alpha Epsilon Pi bring more diversity efforts into their collaboration with campus partners?

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 fourth out of eleven Interfraternity chapters in the fall 2022 semester with a GPA of 3.33, an increase 0.07 from the spring 2022 semester. The 3.33 GPA placed the chapter above All IFC and All Fraternity averages, but below the All Greek average.
- Alpha Epsilon Pi was ranked second out of ten Interfraternity chapters in the spring 2023 semester with a GPA of 3.41, an increase of 0.08 from the fall 2022 semester. The 3.41 GPA placed the chapter above All IFC and All Fraternity, and All Greek averages.

- Alpha Epsilon Pi's spring 2023 new member class GPA was 3.33 ranking third out of ten Interfraternity chapters.
- Alpha Epsilon Pi had 30.3% of the chapter on the Dean's List in the fall 2022 semester and 37% on the Dean's List in the spring 2023 semester.
- The chapter has a formal scholarship plan for brothers who are falling below the required GPA, but the panelists encourage the chapter to think about positive incentives for brothers who are excelling academically.
- During the new member process, new members are paired with an "academic big brother" within the same major who serves as a mentor guiding them through course selection and coursework. This mentor is also encouraged to guide the new member through balancing the responsibilities of being a brother and their academics.
- The chapter does an excellent job of utilizing their advisors for the betterment of the brothers. Their alumni advisor assists in guiding the chapter to success and being a sounding board for leadership. Rabbi Steven Nathan assists the chapter with connecting to their Jewish values. The chapter recently secured Nick Christy as their staff advisor, as they plan to lean on Nick's expertise in program planning in the future.
- Professional development was explored through a workshop with the Center for Career and Professional Development where the chapter learned about resume and cover letter writing.

Chapter Development Questions for 2023-2024:

- What do positive incentives look like within the chapter's Academic Success Plan?
- How can the chapter build upon their professional development opportunities for members in the future?
- How can academic bigs be outlined outside of new member education?

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

Facilities Management

- Alpha Epsilon Pi had common area damages in the fall 2022 semester due to the removal of duct tape causing paint to rip resulting in \$3,499.00 worth of damages.
- Alpha Epsilon Pi had no common damages during the spring 2023 semester.
- Alpha Epsilon Pi had no issues with openings or closings during the 2022-2023 academic year.
- Alpha Epsilon Pi had no major Life Safety violations during the 2022-2023 academic year.
- Alpha Epsilon Pi communicates effectively with Housing Services and completes tasks in a timely manner.
- Following the repercussions from the fall semester's damages, the chapter implemented new ways to ensure accountability amongst residents of the facility. The chapter partnered with Housing Services to create a list of the most common damages and created a checklist for the chapter's new initiative, Violation Scouts, which do common area walk throughs of the facility regularly and report any issues to the House Manager.
- The chapter also took the initiative to educate members on the General Provision for Occupancy (GPO) which all members who reside in the facility must sign and abide by. This was also added into the New Member Education plan.
- Sustainability efforts were taken by the Eco-Reps, educating members on water conservation and limiting the use of disposable plates, cups, and silverware.
- Alpha Epsilon Pi's House Manager was recognized with the Fraternity Facility House Manager Award by Housing Services.

Chapter Development Questions for 2023-2024:

- How can the chapter benefit from implementing a plan around sustainability initiatives?
- How are members being held accountable for contributing to the sustainability efforts within the facility?
- Can there be any positive incentives within the Violation Scouts initiative?

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

Overall Rating

Overall, Alpha Epsilon Pi has been rated an Accredited chapter by the 2022-2023 Accreditation committee.

Alpha Epsilon Pi has overcome their fair share of challenges from chapter leadership stepping down from their roles, to toying with the idea of a potential merger with the formally recognized fraternity, Alpha Tau Omega. The organization has taken the time to reassess the climate of the chapter to understand what their mission and values are and how to strengthen the brotherhood bond within the chapter. The leadership of the chapter has clearly leaned on their support system of advisors to assist them in overcoming those challenges to come out strong on the other side with new initiatives and obtaining the largest new member class in chapter history. Alpha Epsilon Pi has the potential to progress and move forward in a positive direction, expanding their reach beyond to the Jewish community here at Lehigh and beyond. The chapter is encouraged to expand outside of their comfort zones in order to have a greater impact in terms of DEI work, community service, and philanthropy. With the dedication the chapter showed to get back to their mission and values for the future of the organization, they can now begin to take those skills and expand into the greater Lehigh community.

The Accreditation committee assigns Alpha Epsilon Pi an overall rating of Accredited, the chapter meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.

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- How can the Six Qualities of an Ideal Brother guide the chapter through planning meaningful recruitment events?
- How can the chapter begin to implement a structured and meaningful DEI plan into their organizational operations?
- How can a community service plan with meaningful service projects and reflection strengthen the chapter's service efforts?
- What can the chapter do to incentivize all members to participate in community service?
- What does collaboration look like outside of the traditional partnerships with the Panhellenic community?
- How can Alpha Epsilon Pi bring more diversity efforts into their collaboration with campus partners?
- What do positive incentives look like within the chapter's Academic Success Plan?
- How can the chapter build upon their professional development opportunities for members in the future?
- How can academic bigs be outlined outside of new member education?

- How can the chapter benefit from implementing a plan around sustainability initiatives?
- How are members being held accountable for contributing to the sustainability efforts within the facility?
- Can there be any positive incentives within the Violation Scouts initiative?

Best Practices

- The Violation Scouts Initiative should be considered a best practice.
- Educating new members about the General Provision for Occupancy should be considered a best practice.
- The chapter's relationships with their advisors should be considered a best practice.
- The financial aid fund should be considered a best practice.
- The fraternity's Senior Outreach Liaison should be considered a best practice.
- The .5 officer transition should be considered a best practice.