

Alpha Epsilon Pi

Accreditation Report

2023-2024

Leadership & Member Development

- When the chapter's national office and their alumni advisor identified a discrepancy between members' commitment to the chapter's mission and their satisfaction with membership experience, a leadership retreat was organized for current members. The event was led by the chapter's alumni advisor, regional advisor, and advisors from Lehigh. The chapter did struggle with attendance at this retreat.
- In collaboration with their alumni advisor and their regional advisor, the chapter has appointed a Strategic Plan Coordinator to supervise the implementation of the strategic plan formulated based on data gathered during the Leadership Retreat. Key components of this plan will entail summer officer requirements, streamlining the calendar, and organizing additional chapter development workshops.
- Members are encouraged to look for the six qualities of an ideal brother while recruiting potential new members. However, "Living the Values of AEPi" seems to be quite broad, but then is honed in on during new member education. The panelists encourage the chapter to utilize specific values of AEPi when recruiting.
- Alpha Epsilon Pi attended Fraternity and Sorority Life's officer onboarding and development workshops such as The Summit for Greek Excellence and LAUNCH.
- Members of the chapter are involved in other clubs and organizations on campus outside of Alpha Epsilon Pi, however no exact percentage was shared with the panel. The panelists encourage the chapter to begin examining how outside involvement ties into enhancing the chapter.
- Alpha Epsilon Pi has a DEI officer, however the chapter has not demonstrated that they are dedicated to developing members around the aspects of Diversity, Equity, and Inclusion. The panelists encourage the chapter to look beyond their Jewish identity to create intentional DEI programming that reflects the current membership.

Chapter Development Questions for 2024-2025:

- How can the chapter intentionally incorporate the values of Alpha Epsilon Pi into their recruitment practices?
- What does an intentional DEI plan look like for Alpha Epsilon Pi?
- How can Alpha Epsilon Pi explore the identities of their brothers to create an inclusive and welcoming environment?
- How can Alpha Epsilon Pi tie other campus involvement to the leader and member development?

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

Organizational Operations

- The chapter struggled with "member satisfaction" which directly impacted the senior retention rate. In order to combat the lack of seniors paying dues, the chapter doubled the brotherhood budget in order to provide more events geared towards seniors and provided meal plan discounts for seniors.
- Alpha Epsilon Pi allots a Financial Aid Fund within their budget to assist any members who may be struggling to pay their dues. These funds will roll over so it can be used for future members.
- The chapter educated members on risk mitigation per Lehigh's Code of Conduct and FSL policies. The Health and Safety Coordinator hosted an annual alcohol safety training, and new members learned the chapter's risk

management policies. This semester, the Regional Director provided a Health and Safety workshop covering risk education and Headquarters policies.

- In order to ensure executive officers are prepared for the beginning of their term in the fall semester, the VP hosts one-on-ones with each programming officer in the summer to review goals and objectives.
- The chapter hosts a retreat for the Executive Board and the Board of Directors to reassess long-term and short-term goals for the chapter. This year the chapter's alumni advisor educated members on working effectively with advisors and risk management. The leaders also reviewed their personal leadership styles.

Chapter Development Questions for 2024-2025:

- What does intentional programming look like for seniors?
- How can a fully functioning standards board or judicial process increase member accountability?
- What Lehigh resources can the chapter partner with to increase their efforts around diversity, equity and inclusion?

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

Community Service & Engagement

- This year the chapter devised a set of co-sponsorship guidelines in order to ensure that their collaborations and support are aligned with the values of Alpha Epsilon Pi.
- In order to send their support to Israel this year, Alpha Epsilon Pi created fundraisers online with the help of their faculty advisor to raise money to various charities in Israel such as Friends of the IDF and Magen David Adom. The chapter continued to raise awareness by inviting a speaker who experienced the attacks to share her stories with members.
- To celebrate Sukkot, the chapter partnered with Lehigh Hillel and held a pizza party, "Pizza in The Hut." The chapter also decorated Hanukkah cookies and donated them to a Jewish organization who provides meals to those in need.
- In the fall semester the chapter held their Haunted House event and in the spring hosted their third annual Dodge Heart Disease event with Alpha Phi where students signed up to play on a team with proceeds going towards the American Heart Association and the Alpha Phi Foundation.
- The chapter collaborated with Alpha Omicron Pi hosting a Playa Bowls fundraiser where part of the proceeds would go to the Israel Cancer Research Fund.
- The brothers participated in CSO's homework club and the annual Holiday Hope Chests.
- Alpha Epsilon Pi sends out regular newsletters to alumni and family, keeping them updated on key philanthropic events, accomplishments, and goals.

Chapter Development Questions for 2024-2025:

- How can the chapter create an intentional service plan aligning with the values of Alpha Epsilon Pi?
- What does a meaningful amount of service look like per brother?
- How can Alpha Epsilon Pi ensure they are prepared for the fall semester to host philanthropic events?
- What does collaboration look like outside of Panhellenic and IFC?

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

Academic & Intellectual Advancement

- Alpha Epsilon Pi was ranked second out of ten IFC Fraternities in the fall 2023 semester with a GPA of 3.42, an increase of 0.01 from the spring 2023 semester. The 3.43 GPA placed the chapter above the All Greek, All IFC, and All Fraternity averages.
- Alpha Epsilon Pi was ranked third out of ten IFC fraternities in the spring 2024 semester with a GPA of 3.45, a 0.03 increase from the fall 2023 semester. The 3.45 GPA placed the chapter above the All Greek, All IFC, and All Fraternity averages.
- Alpha Epsilon Pi's fall 2023 new member class GPA was 3.40 ranking first out of seven chapters conducting fall recruitment.
- Alpha Epsilon Pi's spring 2024 new member class GPA was 3.41 ranking first out of ten chapters conducting spring recruitment.
- Alpha Epsilon Pi had 45.8% of the chapter on the Dean's List in the fall 2023 semester and 44.9% on the Dean's List in the spring 2024 semester.
- Alpha Epsilon Pi does an excellent job of utilizing their faculty and staff advisors within their internal operations as well as goal setting initiatives.
- Brothers whose GPA is at a 2.8 must be on the chapter's Academic Success Plan, which is designed for earlier intervention so brothers do not fall to a 2.5 GPA. The plan provides resources from the Center for Academic Success and brothers who are at a 2.5 GPA are on social probation.
- Alpha Epsilon Pi's Academic and Professional Development Chair holds open office hours for members to discuss their career goals and assists them in preparing for exams. This officer also held a resume workshop where upperclassmen met with first and second year members to review their resumes.

Chapter Development Questions for 2023-2024:

- What does a formalized Academic Success Plan look like?
- How can the chapter provide positive reinforcement for brothers who are achieving academically?
- What professional development opportunities can the chapter provide for brothers?

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 area damages in the fall 2023 or spring 2024 semesters.
- Alpha Epsilon Pi had no issues with openings or closings during the 2023-2024 academic year.
- Alpha Epsilon Pi had no major life safety violations.
- Alpha Epsilon Pi had one minor life safety violation in the fall 2023 semester where the chapter was tampering with emergency lights.
- Alpha Epsilon Pi had no issues with either Life Safety Inspections or Fire Drills.
- Alpha Epsilon Pi has had multiple violations throughout the year with Housing Services and can struggle to take responsibility for their actions.

- The House Manager has kept an open line of communication with Housing Services and has attended all of the House Management meetings.
- The chapter worked in collaboration with Housing Services to review the GPO with brothers to review what will be tolerated while living in the chapter facility.
- Alpha Epsilon Pi continued their practice of having “violation scouts” where designated members are to assist the House Manager in holding members accountable for any violations.

Chapter Development Questions for 2024-2025:

- How can the chapter work to build a sustainability plan in the future?

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 2023-2024 Accreditation committee.

Alpha Epsilon Pi faced significant challenges this year, starting with an unexpected leadership change that required realignment of goals. An investigation into an alleged hazing incident further disrupted the spring semester, halting chapter programming, again forcing the chapter to reassess their objectives. However, from these challenges the chapter has worked with their alumni advisor and Lehigh advisors to create new plans and initiatives to start fresh in the fall semester. While Alpha Epsilon Pi takes advantage of the support their advisors provide them, chapter members are encouraged to start taking more accountability and action steps towards addressing the areas of weakness. While Alpha Epsilon Pi is doing well in the area of membership development and organizational operations, the chapter needs improvement in community service, philanthropy, and DEI efforts. With the data collected from the Leadership Retreat, the chapter should use this going forward to create intentional goals in these areas. Alpha Epsilon Pi is encouraged to look for meaningful service initiatives outside of what is easily provided to them through Hillel and the CSO. Alpha Epsilon Pi should also examine their initiatives around DEI and begin to look at the demographics of their members to best cater to the needs of their growing chapter. The chapter is encouraged to continue leveraging advisor support and to enhance efforts in these areas of growth for the upcoming academic year.

The Accreditation committee assigns Alpha Epsilon Pi an overall rating of Accredited, chapter 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

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- What does an intentional DEI plan look like for Alpha Epsilon Pi?
- How can Alpha Epsilon Pi explore other identities of their brothers outside of their Jewish identity?
- How can Alpha Epsilon Pi tie other campus involvement to the leader and member development?
- What does intentional programming look like for seniors?
- How can a fully functioning standards board or judicial process increase member accountability?
- What Lehigh resources can the chapter partner with to increase their efforts around diversity, equity and inclusion?

- How can the chapter create an intentional service plan aligning with the values of Alpha Epsilon Pi?
- What does a meaningful amount of service look like per brother?
- How can Alpha Epsilon Pi ensure they are prepared for the fall semester to host philanthropic events?
- What does collaboration look like outside of Panhellenic and IFC?
- What does a formalized Academic Success Plan look like?
- How can the chapter provide positive reinforcement for brothers who are achieving academically?
- What professional development opportunities can the chapter provide for brothers?
- How can the chapter work to build a sustainability plan in the future?

Best Practices

- Alpha Epsilon Pi's Financial Aid Fund that rolls over to assist members in making successful dues payments is considered to be a best practice.