

Leadership & Member Development

- Delta Chi identifies leadership and integrity as core values and reports offering developmental opportunities aimed at fostering these traits. However, it remains unclear to what extent members are meaningfully engaging with these initiatives or how consistently these values are being translated into individual or chapter-wide behavior.
- The fraternity states that it follows Delta Chi International Headquarters' (IHQ) four-week Associate Member Program, which is intended to balance academic responsibilities with fraternity involvement while introducing members to the organization's core values. However, it is unclear how thoroughly the program is implemented or whether members are actively engaging with its content in a way that results in lasting understanding or application of these values.
- Leadership development begins immediately through the Associate Member Executive Board Program, where new members are elected into roles (e.g., president, treasurer, philanthropy chair) and paired with their full-executive counterparts for mentorship and practical leadership training.
- All Associate Members, regardless of elected position, are given full voting privileges (excluding membership decisions), which fosters early accountability, inclusion in chapter governance, and a holistic fraternal experience endorsed by Delta Chi's Executive Director.
- Members hold executive positions in other student organizations, including the Interfraternity Council Executive Board, the Men's Mental Health Club, and The Investment Banking Club.
- Delta Chi reports that its member development efforts extend beyond academics to include real-life skill-building in areas such as communication, problem-solving, and interpersonal growth. These outcomes are said to be supported through team-building activities, community service, and senior-junior mentorships. However, the extent to which these initiatives are consistently implemented or meaningfully engaged with by the broader membership is not clearly demonstrated.
- Moving forward, the chapter should focus on creating a more intentional and engaging member development experience with clear goals, stronger mentorship, and relevant programming throughout all membership stages.

Chapter Development Questions for 2025-2026:

- What mechanisms are in place for holding chapter leadership accountable for their responsibilities?
- How does the chapter encourage members to stay engaged and active throughout their entire undergraduate experience?
- How does the chapter evaluate the success of leadership programs?
- What financial barriers might prevent prospective members from joining, and how are they addressed?
- Is there a formal member development plan, and how often is it reviewed or updated?
- Are Delta Chi values integrated into recruitment, member education, service, and leadership expectations?
- In what ways are organizational values reflected in daily decisions and behavior?

In the area of **Leadership & Member Development**, the committee rated Delta Chi to be an Accredited - Chapter.

Organizational Operations

- Delta Chi maintained consistent operational practices over the past year, ensuring alignment with the fraternity's national expectations.
- The chapter reports a renewed focus on community service, philanthropy, and diversity, equity, and inclusion; however, moving forward, they should prioritize consistent member engagement, set measurable goals, and collaborate with campus and community partners to create more impactful and inclusive initiatives.
- Chapter leadership adopted a more inclusive approach to decision-making by encouraging input from the broader brotherhood rather than relying solely on executive board decisions. This inclusivity fostered quicker and more unified decisions.
- Delta Chi continues to emphasize risk management by educating all members on safety policies through weekly meetings and specialized "F" talks during new member education. These sessions provide realistic scenarios and actionable responses to ensure all members are prepared.
- A new emergency communication system was introduced for social events, assigning specific leadership roles to volunteers to manage crises efficiently and reduce confusion in emergencies.
- The "Zeta Board," composed of former and current executive members, provides strategic guidance and decision-making support for events, risks, and internal matters. This collaboration ensures continuity and enhances leadership development.

Chapter Development Questions for 2025-2026:

- How often are chapter bylaws and governing documents reviewed and updated?
- How does the chapter collect and respond to member feedback about operations?
- How are operational mistakes documented and used for learning?
- How does the chapter evaluate the effectiveness of its risk management practices? What mechanisms exist to hold members accountable for following these practices?
- How are chapter meetings structured to promote engagement and transparency?

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

Community Service & Engagement

- Delta Chi emphasizes a commitment to community service, requiring each member to complete a minimum of six service hours per semester and encouraging engagement with both campus and local South Bethlehem initiatives. In the future, the chapter should implement a system to track service hours per member, ensuring everyone completes the required hours.
- Key partnerships included regular volunteer work at the Victory House, a shelter for homeless veterans, where brothers prepared and served meals, strengthening their relationship with both staff and residents.
- The chapter actively participated in local youth outreach through Homework Clubs at Broughal Middle School, providing food and academic support, and fostering positive connections with local children and families.

- Delta Chi's annual philanthropy event—a 7v7 volleyball tournament in support of the Lymphoma Research Foundation—raised \$3,200 this year, continuing a tradition that has amassed over \$24,000 in three years in honor of a brother who battled cancer.
- Involvement in broader campus philanthropy included participation in Greek-sponsored events such as Kappa Delta's dance competition, Gamma Phi Beta's kickball tournament, and Alpha Phi's Heartthrob competition, all raising funds for various causes.
- Delta Chi maintained strong alumni connections through major events like Young Alumni Weekend and the Le-Laf tailgate, with graduates from as far back as the 1980s returning, supported by an engaged Alumni Board.

Chapter Development Questions for 2025-2026:

- How do members engage with the local community outside of required service hours?
- How are service events chosen to align with the chapter's mission or values?
- How are members educated on the social issues connected to the service activities they participate in?
- What systems, if any, are in place to track service hours completed by each member?

In the area of **Community Service & Engagement**, the committee rated Delta Chi to be an Accredited - Chapter.

Academic & Intellectual Advancement

- Delta Chi was ranked first out of ten in the fall 2024 semester with a GPA of 3.47, an increase of .09 from the spring 2024 semester. The 3.47 GPA placed the chapter above the All IFC, All Fraternity, and the All Greek averages.
- Delta Chi was ranked second out of nine in the Spring 2025 semester with a GPA of 3.45, a decrease of 0.02 from the Fall 2024 semester. The 3.45 GPA placed the chapter above the All IFC and All Fraternity averages and below the All Greek average.
- Delta Chi's Fall 2024 new member class GPA was 3.09 ranking first out of three of chapters conducting Fall recruitment.
- Delta Chi's Spring 2025 new member class GPA was 3.44, ranking second out of nine of chapters conducting Spring recruitment.
- Delta Chi had 43.5% of the chapter on the Dean's List in the Fall 2024 semester and 33% on the Dean's List in the Spring 2025 semester.
- The chapter has maintained the highest GPA among fraternities in six of the last eight semesters since Spring 2021, demonstrating consistent academic success.
- The Academic Improvement Plan (AIP) continues to support brothers struggling academically, utilizing a points-based system to encourage positive academic habits such as meeting with professors, attending study hours, and utilizing campus resources like the Center for Academic Success.
- Professional development is strongly encouraged, with the chapter promoting use of the Lehigh Career Center, networking with alumni, and participation in activities like resume workshops and mock interviews.

Chapter Development Questions for 2024-2025:

- Are there opportunities for intellectual engagement outside the classroom (e.g., speaker events, alumni panels)?
- How does the chapter promote lifelong learning and intellectual curiosity?

In the area of **Academic & Intellectual Development**, the committee rated Delta Chi to be an Accredited - Chapter.

Facilities Management

- Delta Chi had multiple common damages in the 2024-2025 academic year.
- Delta Chi had no issues with openings or closings in the 2024-2025 academic year.
- Delta Chi had no minor life safety violations in the 2024-2025 academic year but had one major life safety violation due to covered fire equipment.
- Throughout the year, the chapter faced challenges maintaining the house to the standards expected by Lehigh's Housing Services. These issues include blue paint on walls, exit signs being taken down in hallways, elevated surfaces, and a very strong odor in the party room. They were addressed through active management by the House Managers and the leadership team, who took responsibility for facility upkeep.
- After warnings in the fall semester due to poor neatness, the chapter held a meeting to educate brothers on necessary improvements. In the spring semester, the brotherhood made significant progress in cleaning common areas and storage spaces, earning praise from Housing Services.
- The ultimate goal remains to foster a housing environment that supports individual growth and strong brotherly bonds.

Chapter Development Questions for 2025-2026:

- How is facility cleanliness and safety monitored on a regular basis?
- What training or onboarding is given to new residents regarding house expectations?
- Are there house rules or expectations, and how are they enforced?
- How does the chapter foster a respectful and inclusive living environment?

In the area of **Facilities Management**, the committee rated Delta Chi to be an Accredited - Chapter.

Overall Rating

Overall, Delta Chi has been rated an Accredited - chapter by the 2024-2025 Accreditation committee.

The chapter earned accredited status in four of the five evaluated areas—Leadership and Member Development, Academic and Intellectual Advancement, Community Service and Engagement, and Facilities Management—demonstrating a commitment to its mission and a foundation of success in many aspects of chapter life. The chapter demonstrated a desire to foster a welcoming brotherhood, engaging actively in philanthropy and community service, and maintaining strong academic performance. However, the chapter was unaccredited in the area of Organizational Operations, signaling a critical need for improvement in this domain. Challenges included inconsistent application of internal accountability processes, insufficient documentation of strategic planning, and lapses in risk management that resulted in disciplinary action. Moving forward, the chapter should prioritize the development of a comprehensive

member development and leadership transition plan, formalize and document its governance and operations structures, and ensure risk management protocols are not only understood but consistently followed. Additionally, aligning daily operations more intentionally with the organization's values and improving communication with university partners will be essential. With focused attention and proactive changes, the chapter has the potential to bring Organizational Operations to the same standard as its other areas of success.

The Accreditation committee assigns Delta Chi an overall rating of Accredited, meaning the 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

- What mechanisms are in place for holding chapter leadership accountable for their responsibilities?
- How does the chapter encourage members to stay engaged and active throughout their entire undergraduate experience?
- How does the chapter evaluate the success of leadership programs?
- What financial barriers might prevent prospective members from joining, and how are they addressed?
- Is there a formal member development plan, and how often is it reviewed or updated?
- Are Delta Chi values integrated into recruitment, member education, service, and leadership expectations?
- In what ways are organizational values reflected in daily decisions and behavior?
- How often are chapter bylaws and governing documents reviewed and updated?
- How does the chapter collect and respond to member feedback about operations?
- How are operational mistakes documented and used for learning?
- How does the chapter evaluate the effectiveness of its risk management practices? What mechanisms exist to hold members accountable for following these practices?
- How are chapter meetings structured to promote engagement and transparency?
- How do members engage with the local community outside of required service hours?
- How are service events chosen to align with the chapter's mission or values?
- How are members educated on the social issues connected to the service activities they participate in?
- What systems, if any, are in place to track service hours completed by each member?
- How is facility cleanliness and safety monitored on a regular basis?
- What training or onboarding is given to new residents regarding house expectations?
- Are there house rules or expectations, and how are they enforced?
- How does the chapter foster a respectful and inclusive living environment?

Best Practices

-