

### Leadership & Member Development

- The chapter promotes leadership development among new members through the Executive Shadowing Program, which allows them to engage with and learn from Executive Board roles via informal interviews. This initiative encourages early involvement and gives new members a voice within the chapter.
- Theta Chi has prioritized values-based recruitment. The chapter hosts a variety of intentional, relationship-focused events such as sports viewings, gym sessions, and poker nights, along with philanthropy efforts like homework club, donation drives, and food collections. This approach emphasizes genuine connections and alignment with the chapter's core values.
- Theta Chi actively engages in Sacred Purpose, a national initiative focused on health and safety education. Educational events included Narcan training, fire safety education from Lehigh's Life Safety Department, "Upstanding Training" from headquarters, gender violence training from BTS, and participation in Movember to support mental health awareness.
- The chapter actively utilizes resources provided by headquarters to strengthen leadership and operational effectiveness. Executive Board members attended the annual conference in Indianapolis, Indiana, where they participated in position-specific sessions and engaged with brothers from chapters across the country.
- 100% of Theta Chi members are involved in another campus organization outside of the chapter.
- Parents and guardians are actively included and supported as part of the chapter community. The Alumni Advisor sends a personalized welcome letter to new members' families, outlining membership details and financial responsibilities. Additionally, a dedicated Facebook page allows parents to stay informed and connected through regular updates shared by Executive Board members.

### Chapter Development Questions for 2025-2026:

- In what ways can Theta Chi continue to build on its diversity, equity, and inclusion efforts beyond the resources already provided by FSL?
- How can Theta Chi provide hazing prevention education into the new member process?
- How does Theta Chi prepare members to recognize shared values in potential new members?

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

### Organizational Operations

- Theta Chi has established a structured risk management system for social events. Designated risk shifts assign two members to monitor the front lobby and other key areas to ensure safety and enforce the BYOB policy. A dedicated GroupMe chat is used exclusively for risk communication during events, promoting transparency and collective accountability among all members.
- Theta Chi's Small Chair program offers leadership opportunities to members of all class years, helping to foster engagement across the chapter. With 22 positions operating on an academic year calendar, the program has proven especially effective in keeping seniors involved.

- Theta Chi has implemented cost-saving financial practices, including encouraging check payments over credit cards, resulting in \$6,000 in savings. The chapter budget is transparently presented and approved through a vote at chapter meetings. Additionally, the transition to a contracted chef through Gill Grilling and the availability of payment plans provide both financial efficiency and support for members in need.
- Chapter and Executive Board meetings are held weekly to ensure consistent communication and effective leadership. Executive Board meetings take place prior to chapter meetings, allowing officers dedicated time for strategic planning, reflection, and progress updates on individual initiatives.
- Theta Chi maintains their relationship with their International Headquarters and had a visit from their Chapter Development Officer who met with FSL, the Executive Board, and attended a chapter meeting. The chapter was commended for their excellent operations, high standards, and brotherhood.
- In order to improve chapter-wide engagement on recruitment efforts, Theta Chi created a recruitment committee which was composed of ten brothers spanning from all grade levels who were appointed by the Recruitment Chair. The committee met weekly to discuss and refine event planning and recruiting efforts.

#### **Chapter Development Questions for 2025-2026:**

- What can Theta Chi do to examine barriers to membership outside of financial barriers?
- How can Theta Chi provide leadership development opportunities for its 22 small chair positions to ensure continued success in engagement across all class years?

In the area of **Organizational Operations**, the committee rated Theta Chi to be an Accredited with Excellence - Chapter.

#### **Community Service & Engagement**

- Theta Chi requires 5 hours of community service hours to be completed per semester. Some of the chapter's service initiatives include participation in CSO's Homework Club, and hosting a food drive with Alpha Gamma Delta in support of the Hispanic Center, and CAC's Relay for Life.
- This year, Theta Chi raised \$2,400 philanthropy dollars. Their biggest event is their ongoing support for St. Baldrick's, where members shave their heads to help raise money and awareness for childhood cancer research.
- In the fall semester, Theta Chi participated in the Travis Manion Foundation's 9/11 Heroes Run where members participated in a 5k.
- The chapter has made a point to begin rebranding their social media platforms with official Theta Chi branding and making efforts to post more frequently to keep alumni informed with chapter updates.

#### **Chapter Development Questions for 2025-2026:**

- How can Theta Chi collaborate with other organizations outside of the Panhellenic Council?
- What can Theta Chi do to engage more effectively with their national philanthropy?
- How can Theta Chi thoughtfully reflect on its creed, mission, and values to develop more meaningful and intentional service opportunities for its members?

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

### Academic & Intellectual Advancement

- Theta Chi was ranked first out of ten IFC fraternities in the fall 2024 semester with a GPA of 3.47, a decrease of 0.01 from the spring 2024 semester. The 3.47 GPA placed the chapter above the All Greek, All IFC and All Fraternity averages.
- Theta Chi was ranked fourth out of nine IFC fraternities in the spring 2025 semester with a GPA of 3.38, a decrease of 0.09 from the fall 2024 semester. The 3.38 GPA placed the chapter above the All IFC and All Fraternity averages and below the All Greek average.
- Theta Chi's spring 2025 new member class GPA was 3.27, ranking fifth out of nine IFC chapters conducting spring recruitment.
- Theta Chi had 43.7% of the chapter on the Dean's List in the fall 2024 semester and 35.5% on the Dean's List in the spring 2025 semester.
- Financial scholarships are made available to members through the support of alumni. A \$100 award is granted to the brother with the highest GPA in each of the three colleges. Additionally, a \$100 scholarship is presented to the brother who demonstrates the most significant improvement in GPA.
- Theta Chi is proud of their strong alumni networking through the chapter's LinkedIn page which has 438 members. This page is used as a valuable tool for current brothers to make professional connections with alumni.

### Chapter Development Questions for 2024-2025:

- How can Theta Chi utilize campus resources to enhance professional development outside of their alumni network?
- How can Theta Chi assist members in translating the skills and leadership they gain in the fraternity to benefit their professional and personal goals?

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

### Facilities Management

- During the spring semester, Theta Chi incurred \$3,500 in damages, including two kicked-in bedroom doors and significant wall indentations. The chapter reported the incident to Housing Services, identified the individual responsible for one of the doors, and ensured they paid the associated fines. The chapter covered the cost of the second door.
- Theta Chi was opened and closed properly during the 2024-2025 academic year.
- Theta Chi had no minor or major life safety violations during the 2024-2025 academic year.
- House improvements have been made to the facility where the chapter has new carpet, new laundry equipment, a new poker table and a new picnic table for brothers to gather. The chapter is also converting their "ladies head" room into an interview space for brothers.
- Theta Chi implemented a new food waste tracking system aimed at reducing excess waste. As a result, the chapter successfully decreased food waste from 50 pounds to 15 pounds.

### Chapter Development Questions for 2025-2026:

- Panelists commend the chapter for holding members accountable individually. How can the chapter be proactive in ensuring that similar facility issues do not happen again?
- How can Theta Chi continue to grow in their sustainability efforts?

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

### Overall Rating

**Overall, Theta Chi has been rated an Accredited with Excellence - chapter by the 2024-2025 Accreditation committee.**

Theta Chi continues to excel in delivering a strong membership experience, offering brothers early opportunities to engage in chapter leadership and connect with a broad and supportive alumni network. The chapter remains committed to being strong partners with their national headquarters, consistently utilizing available resources to enhance operations and member development. As a respected pillar of the FSL community, Theta Chi actively participates in all FSL programming, maintains involvement in the Interfraternity Council, and regularly collaborates with the Panhellenic community. Panelists commend this engagement but encourage the chapter to broaden its partnerships and seek new opportunities beyond their usual collaborators to further expand their impact. Theta Chi's dedication to its philanthropic efforts, particularly through its longstanding support of St. Baldrick's, is commendable. Moving forward, the chapter is encouraged to build on this commitment by critically evaluating and enhancing its service initiatives to create more intentional and meaningful opportunities for member involvement. While the chapter faced challenges this year—including managing facility concerns and addressing a Code of Conduct violation in the fall—members have shown progress in fostering a culture of individual accountability. Continued focus on proactive strategies will be key to preventing similar issues in the future. Overall, Theta Chi remains accredited with excellence and has made a positive impact on the Lehigh community. As they look ahead, the chapter is encouraged to continue reflecting on their service initiatives and collaboration strategies to sustain and grow their success.

**The Accreditation committee assigns Theta Chi an overall rating of Accredited with Excellence, meaning the chapter 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

- In what ways can Theta Chi continue to build on its DEI efforts beyond the resources already provided by FSL?
- How can Theta Chi provide hazing prevention education into the new member process?
- What can Theta Chi do to examine barriers to membership outside of financial barriers?
- How can Theta Chi collaborate with other organizations outside of the Panhellenic Council?
- What can Theta Chi do to engage more effectively with their national philanthropy?
- How can Theta Chi thoughtfully reflect on its creed, mission, and values to develop more meaningful and intentional service opportunities for its members?
- Panelists commend the chapter for holding members accountable individually. How can the chapter be proactive in ensuring that this doesn't happen again?
- How can Theta Chi continue to grow in their sustainability efforts?

**Best Practices**

- Letter from the Alumni Advisor to new member parents is considered to be a best practice.
- Dedicated FaceBook group with Executive Board members and members' families is considered to be a best practice.
- The continued Executive Shadowing Program is considered to be a best practice.