

## Academic Achievement

- Theta Chi was ranked third out of eight IFC fraternities in the Fall 2025 semester with a GPA of 3.42, an increase of 0.04 from the Spring 2025 semester. The 3.42 GPA placed the chapter below the All Greek average but above the All IFC and All Fraternity averages.
- Theta Chi was ranked first out of eight IFC fraternities in the Spring 2026 semester with a GPA of 3.52, an increase of 0.1 from the Fall 2025 semester. The 3.52 GPA placed the chapter above the All Greek, All IFC, and All Fraternity averages.
- Theta Chi's Spring 2026 new member class GPA was 3.28, ranking sixth out of eight chapters conducting Spring recruitment.
- Theta Chi had 48.5% of the chapter on the Dean's List in the Fall 2025 semester and 43.8% on the Dean's List in the Spring 2026 semester.
- Theta Chi demonstrated a highly structured and clearly articulated academic accountability system that establishes consistent expectations for academic performance, intervention, and support. Panelists appreciated the chapter's use of tiered academic standards, including GPA expectations for active membership, officer eligibility, and new member eligibility, paired with clear intervention procedures for members experiencing academic challenges.
- The chapter's individualized "Plan for Success" process was viewed as a strong practice because it combines accountability with personalized support. Required meetings with chapter leadership and the faculty advisor, syllabus reviews, goal-setting, tutoring options, study hours, and progress assessments at midterm and final periods reflected a thoughtful and intentional approach to academic recovery rather than a solely punitive process.
- Theta Chi's use of quiet hours, monitored study hours, and structured academic expectations demonstrated a chapter-wide commitment to creating an environment that supports scholarship and academic responsibility. Panelists appreciated that the chapter incorporated environmental and behavioral supports alongside academic accountability measures.
- The Academic Incentives Program emerged as a particularly positive practice. Recognizing both highest GPAs and most improved GPAs allowed the chapter to celebrate not only top-performing students, but also members demonstrating growth

and persistence in their academic progress. This balanced approach encouraged broader engagement with academic success across the membership.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue strengthening proactive academic support systems to identify and assist members before they fall below chapter or university academic expectations?
- How can the chapter further assess the effectiveness of the “Plan for Success” process and determine whether members receiving academic interventions are experiencing sustained long-term improvement?
- How can Theta Chi continue building a broader culture of academic engagement that extends beyond accountability requirements and further integrates mentorship, professional development, and collaborative learning opportunities within the brotherhood?
- How can the chapter continue leveraging faculty advisors, alumni, and campus academic resources to strengthen academic mentorship and create more holistic support systems for members across varying academic needs?

In the area of **Academic Achievement**, the committee rated Theta Chi to be an Accredited - Chapter.

### **Campus and Community Engagement**

- Theta Chi demonstrated strong engagement with inter/national organizational leadership and officer development. Panelists appreciated the breadth of national conference participation and the chapter’s intentional application of lessons learned into chapter operations, particularly in recruitment, health and safety, hazing prevention, standards, and executive leadership development.
- The chapter’s alumni engagement infrastructure emerged as a significant strength. The use of LinkedIn for professional networking, the restart of the alumni newsletter, the involvement of alumni advisors, and the maintenance of alumni communication channels demonstrated an intentional approach to long-term member engagement and professional relationship-building. Panelists especially appreciated the size and activity of the Theta Chi Beta Sigma LinkedIn network.
- Theta Chi demonstrated thoughtful use of social media to highlight brotherhood, philanthropy, organizational values, and member engagement. Panelists appreciated the chapter’s effort to intentionally align its digital presence with the values outlined

in the fraternity creed while also increasing the consistency and quality of communication.

- The chapter showed meaningful collaboration with campus organizations and offices outside of fraternity and sorority life, particularly through partnerships with Break the Silence, Diversity Peer Educators, and the Sustainable Engineering Club. Panelists appreciated the chapter's willingness to engage in educational programming focused on microaggressions, gender violence prevention, and sustainability initiatives while also leveraging the interests and leadership roles of members outside the fraternity.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue expanding collaboration with non-Greek organizations and campus offices in ways that move beyond event participation and foster deeper, long-term partnerships and shared initiatives?
- How can the chapter further leverage its strong alumni and professional networks to support mentorship, career development, and engagement opportunities for current members?
- How can Theta Chi continue strengthening its use of campus resources and faculty engagement, particularly in identifying and establishing a long-term faculty advisor relationship?
- How can the chapter continue ensuring that social media, philanthropy, and campus engagement efforts communicate not only chapter activity, but also the broader educational impact, values development, and community outcomes connected to those initiatives?

In the area of **Campus and Community Engagement**, the committee rated Theta Chi to be an **Accredited with Excellence** Chapter.

### **Chapter Growth and Sustainability**

- Theta Chi demonstrated a strong culture of leadership development through its executive shadowing program. Panelists appreciated the intentional effort to expose members to leadership roles early, allowing brothers to observe meetings, participate in organizational processes, and gain firsthand experience prior to assuming office.
- The chapter's recruitment philosophy stood out as values-driven and relationship-centered. Panelists appreciated the emphasis on recruiting through

mentorship, campus involvement, and authentic relationships rather than relying solely on traditional recruitment events. The chapter's examples of engaging students through LINC, campus organizations, and supportive personal interactions demonstrated a more accessible and welcoming recruitment culture.

- Theta Chi's New Member Education program demonstrated significant intentionality around values-based learning, mentorship, reflection, anti-hazing education, leadership development, and academic support. Panelists appreciated the strong emphasis on identity development, personal responsibility, and connecting fraternity membership to broader personal growth and campus engagement.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue building a more comprehensive officer transition process that extends beyond shadowing and transition documents to include long-term mentorship, leadership coaching, and structured post-transition support?
- How can the chapter continue evaluating and refining the New Member Education program to ensure that all activities remain developmentally meaningful, sustainable, and aligned with the chapter's stated values and educational outcomes?
- How can Theta Chi better assess the effectiveness of its leadership development and recruitment efforts to determine how members are growing, engaging, and sustaining involvement over time?
- How can the chapter continue leveraging its relationship-based recruitment approach to further diversify membership experiences, perspectives, and campus involvement across the organization?

In the area of **Chapter Growth and Sustainability**, the committee rated Theta Chi to be an **Accredited Chapter**.

### **Service and Philanthropy**

- Theta Chi demonstrated a highly authentic and relationship-centered approach to service and philanthropy. Panelists appreciated that the chapter emphasized sustained community engagement and meaningful relationships with local partners, particularly through recurring involvement with Broughal Middle School and Donegan Elementary programs. The chapter clearly articulated the impact these experiences had both on the community and on chapter members themselves.

- The chapter's service infrastructure and accountability systems were particularly strong. Panelists appreciated the consistent service expectations, detailed hour tracking, recurring opportunities for engagement, and the intentional educational/reflection components built into chapter communication and meetings. The service and philanthropy plan demonstrated strong organization, sustainability, and continuity between semesters.
- Theta Chi's philanthropic engagement showed strong campus leadership and member buy-in. The chapter's leadership of St. Baldrick's, high participation in Relay for Life, and broad involvement in service initiatives reflected a culture where philanthropy is integrated into chapter identity rather than treated as a one-time requirement. Panelists also appreciated the chapter's willingness to support causes connected to members' passions and community needs.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue increasing both the quantity and consistency of individual member service participation to further strengthen the chapter's culture of community engagement?
- How can the chapter become even more intentional in selecting service opportunities that align with chapter values, community needs, and long-term relationship building within South Bethlehem?
- How can Theta Chi continue expanding opportunities for members to engage in deeper reflection about the long-term impact of their service work on both the community and their own personal development?
- How can the chapter continue strengthening philanthropic education so members and participants more fully understand the missions, systemic issues, and community needs connected to the causes they support?

In the area of **Service and Philanthropy**, the committee rated Theta Chi to be an **Accredited - Chapter**.

### **Facility Management**

- Theta Chi demonstrated exceptionally strong facility management practices rooted in accountability, proactive maintenance, and member education. Panelists appreciated the chapter's consistent communication with Housing Services, thorough work order process, and commitment to maintaining a clean, functional, and well-managed facility environment. The chapter's ability to complete the year with no major or minor life safety violations was viewed as a significant strength.

- The chapter showed strong ownership and stewardship of the facility through intentional operational systems and member accountability practices. Panelists appreciated the structured cleaning systems, deep-clean initiatives, educational walkthroughs, and efforts to improve shared spaces such as the laundry room, professional quiet space, and outdoor gathering areas. The chapter's emphasis on teaching members why expectations matter—not just enforcing them—was particularly notable.
- Theta Chi's House Manager demonstrated exceptional leadership in bridging communication between the chapter and the university while also expanding the educational role of facility management. Panelists appreciated the integration of safety education, wellness programming, and peer accountability into housing operations, helping create a culture where brothers viewed the house as a shared responsibility and privilege.

#### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue building sustainable systems that ensure strong facility management practices remain consistent through future leadership transitions?
- How can the chapter continue strengthening member ownership and accountability so that care for the facility remains a shared cultural expectation across all membership levels?
- How can Theta Chi continue expanding educational programming connected to facility stewardship, wellness, sustainability, and community living expectations?
- How can the chapter continue assessing whether its current systems and organizational structures are effectively supporting long-term maintenance, operational efficiency, and resident engagement within the facility?

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

#### **Health and Safety**

- Theta Chi demonstrated a proactive approach to health and safety education through consistent partnerships with campus resources and peer educators. Panelists appreciated the chapter's collaboration with LUPD, LUEMS, and Break the Silence to provide programming focused on campus safety, overdose prevention, bystander intervention, consent education, and emergency response awareness.

- The chapter showed a strong understanding that health and safety should be a chapter-wide responsibility rather than solely the responsibility of executive leadership or designated risk managers. Panelists appreciated the chapter's emphasis on communication, member involvement, and creating open dialogue around difficult topics such as sexual misconduct prevention and medical emergencies.
- Theta Chi's programming demonstrated intentional efforts to educate members on practical, real-world safety scenarios and appropriate intervention strategies. The LUEMS and BTS programs in particular reflected strong engagement with topics directly relevant to fraternity life and member well-being.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi further strengthen and formalize its risk management procedures to ensure expectations for sober monitors and event safety personnel are consistently defined, communicated, and enforced?
- How can the chapter develop a more structured post-event reflection and assessment process to evaluate what went well, identify concerns, and continuously improve risk prevention practices?
- How can Theta Chi continue expanding member education around proactive intervention, accountability, and peer responsibility during social events and high-risk situations?
- How can the chapter continue building comprehensive written protocols that clearly outline event management expectations, emergency response procedures, and chapter-wide accountability systems?

In the area of **Health and Safety**, the committee rated Theta Chi to be an

Accredited - **Chapter**

### **Member Education and Development**

- Theta Chi demonstrated a strong commitment to peer accountability through a layered structure that includes executive accountability, standards processes, anonymous reporting systems, and chapter-wide feedback mechanisms. Panelists appreciated the chapter's emphasis on accountability as an educational and developmental process rather than solely punitive.

- The chapter showed strong intentionality around professional development and alumni engagement. Panelists highlighted the chapter's use of resume workshops, LinkedIn support, mock interviews, alumni networking opportunities, and career-focused mentoring as meaningful strengths that align well with Theta Chi's organizational identity and member interests.
- Theta Chi demonstrated thoughtful engagement with inclusive excellence programming through collaborations with the Center for Cultural Engagement, Diversity Peer Educators, and IFC educational initiatives. The chapter's willingness to engage members in conversations around recruitment inclusivity, antisemitism, and microaggressions reflected a meaningful effort toward fostering belonging and awareness.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi further formalize and expand its professional development initiatives through stronger collaboration with campus partners such as the Center for Career and Professional Development?
- How can the chapter continue strengthening developmental accountability systems that move beyond reactive conduct response and further support member growth, reflection, and leadership development?
- How can Theta Chi continue building sustainable and consistent inclusive excellence programming that encourages long-term behavioral change and deeper member engagement?
- How can the chapter continue evaluating and refining its standards and accountability processes to ensure they remain educational, transparent, and aligned with chapter values?

In the area of **Member Education and Development**, the committee rated Theta Chi to be an **Accredited** Chapter.

### **Member Engagement and Belonging**

- Theta Chi demonstrated a strong commitment to building brotherhood through consistent, substance-free traditions that promote connection, teamwork, and shared identity. Panelists appreciated the chapter's intentional use of recurring traditions such as golf outings, basketball events, fantasy football, Sunday dinners, and Pigoast to strengthen relationships across class years.

- The chapter effectively integrated brotherhood with wellness, academics, and professional development. Study hours, collaborative academic spaces, and structured peer support systems reflected a culture where brotherhood extends beyond social interaction into personal growth and mutual accountability.
- Theta Chi showed strong intentionality in creating accessible and informal spaces for relationship-building. Panelists appreciated the chapter's emphasis on genuine interaction, particularly through events that allow newer members and potential new members to engage naturally with active brothers.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue expanding brotherhood programming to ensure opportunities intentionally engage all members, including those who may not naturally participate in competition- or sports-based activities?
- How can the chapter more intentionally assess and gather feedback on member belonging, connection, and engagement to better understand the evolving needs of the brotherhood?
- How can Theta Chi continue leveraging brotherhood traditions as opportunities for leadership development, values reflection, and deeper conversations about chapter culture and expectations?
- How can the chapter continue building inclusive engagement opportunities that strengthen relationships across class years, leadership positions, and varying member interests?

In the area of **Member Engagement and Belonging**, the committee rated Theta Chi to be an **Accredited with Excellence** Chapter.

### **Goals and Achievement Plan**

- Theta Chi demonstrated strong transparency and self-awareness throughout its SWOT analyses and goal-setting process. Panelists appreciated the chapter's willingness to openly identify both strengths and areas for improvement while creating measurable goals connected to accreditation feedback and long-term chapter development.
- The chapter showed strong intentionality in aligning goals with member development, alumni engagement, professional preparation, and chapter operations.

Panelists especially appreciated the focus on sustainable officer transitions, professional development expectations, and structured community service improvement efforts.

- Theta Chi demonstrated thoughtful planning around chapter sustainability and accountability by incorporating timelines, leadership responsibilities, transition plans, and measurable outcomes into multiple SMART goals. The chapter's emphasis on continuity and long-term operational improvement stood out as a strength.

### **Chapter Development Questions for 2026-2027:**

- How can Theta Chi continue strengthening accountability systems to ensure chapter goals move beyond planning stages and result in sustained behavioral and cultural change across the membership?
- How can the chapter further expand member voice and participation in the development, assessment, and revision of chapter-wide goals and strategic priorities?
- How can Theta Chi continue building more intentional and measurable approaches to service engagement, philanthropy participation, and cross-council involvement?
- How can the chapter continue refining officer transition systems to move beyond documentation and meetings toward more developmental, hands-on leadership preparation and shadowing experiences?

In the area of **Goals and Achievement Plan**, the committee rated Theta Chi to be an **Accredited with Excellence** Chapter.

### **Overall Rating**

**Overall, Theta Chi has been rated an Accredited chapter by the 2025-2026 Accreditation committee.**

The Accreditation committee assigns Theta Chi 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**

- How can Theta Chi continue strengthening officer transition processes to move beyond documentation and meetings toward more developmental shadowing, mentoring, and hands-on leadership preparation?
- How can the chapter create more intentional opportunities for reflection and learning connected to service, philanthropy, and community engagement experiences?
- How can Theta Chi continue refining and formalizing its risk management practices to ensure clear expectations around sober monitoring, accountability, and post-event assessment are consistently communicated and enforced?
- How can the chapter strengthen professional development initiatives through more intentional collaboration with the Center for Career and Professional Development and expanded alumni networking opportunities?

### **Best Practices**

- Theta Chi demonstrated a strong culture of transparency, reflection, and honest self-assessment throughout the accreditation process. Panelists appreciated the chapter's willingness to openly identify challenges, articulate actionable goals, and align chapter planning with long-term operational improvement.
- The chapter showed exceptional commitment to authentic community engagement and relationship-based service. Panelists highlighted the consistency of recurring partnerships such as Donegan Elementary Literacy Nights, Broughal Middle School programming, St. Baldrick's, and Relay for Life, as well as the strong member investment in these initiatives.
- Theta Chi demonstrated strong intentionality around brotherhood and member engagement through traditions that promote accountability, wellness, collaboration, and connection across class years. The chapter's emphasis on study spaces, peer mentorship, shared meals, reflective brotherhood programming, and alumni engagement contributed to a strong sense of chapter identity and belonging.