

2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

Chapter:

Phi Delta Theta

Assistant Director:

Andrew Dorriere

Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

Exceptional [3] - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

*remarkable commitment to chapter and community purpose, mission and values

Above Average [2] - commendable demonstration of chapter operations and membership engagement in the area of evaluation

*outstanding commitment to chapter and community purpose, mission and values

Average [1] - standard demonstration of chapter operations and membership engagement in the area of evaluation

*acceptable commitment to chapter and community purpose, mission and values

2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.

List any chapter provided supplemental materials.

N/A

Demonstrated effort toward prioritization of membership engagement & accountability.

Examples could include but are not limited to

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

Chapter's demonstrated description and justification.

Membership engagement and accountability have been extremely important during the Covid-19 pandemic. The pandemic has posed significant challenges when it comes to continuing the community of the fraternity outside the school. As such a combination of bylaw changes and culture changes were enacted to better the fraternity and its members. Consistent weekly chapters with required attendance have been our best solution to the disconnect some members have felt. During these chapters, we are able to discuss how each member is coping and how we have dealt with the hardships of the pandemic. Furthermore, the introduction of virtual game nights has been effective in maintaining strong engagement between the newest and oldest class. The engagement from our senior class has been important to our chapter, as such, as outdoor Covid-19 restrictions lessened we have implemented events such as basketball and spikeball tournaments. Smaller events have included virtual cooking classes and virtual tutoring lessons. In addition to these inter-fraternity activities, our brothers are heavily involved in different extracurricular and leadership roles throughout campus. We have heard during the chapter meetings that brothers have been struggling to stay connected to Lehigh while remote. As such, we made sure to inform the brotherhood about the recruiting periods of Lehigh organizations. There are brothers of Phi Delta Theta involved in many extracurricular clubs and organizations at Lehigh including but not limited to:

The Brown and White	Student Senate
National Alliance on Mental Illness	Student Political Action Coalition
Thompson Portfolio	Dreyfus Portfolio

TRAC (Technology, Research, and Communication)	Formula SAE
Latino Student Alliance	Business Information Systems Club
Tamid Group	Lehigh Sophomore Business Council
Lehigh Consulting Group	OFYE (Orientation Leaders)
The College Fed Challenge	Investment Management Group
Mentor Collective	University Committee on Discipline
Programming Club	Eco-Reps

In regards to off-campus activities, we are especially proud of Brother Brandon Judge who is a part of a student-run nonprofit, called the Student Political Action Coalition. The organization aims to empower students to use their civic agency to create change and for them to become more involved in our overall political process. SPAC was started as a club at Lehigh in March 2018 and filed as a 501(c)(4) organization in December.

One of the best ways to break the “Greek vs. Non-Greek” barrier on Lehigh’s campus is to become involved with other organizations. As a fraternity, we believe additional pursuits beyond our organization are vital to creating a diverse environment, rich with different experiences and knowledge. We extend this mindset to all subsets of our organization, including recruitment and Phikeia education. Plus, involvement in other clubs is a great way to meet new people and participate in something you’re passionate about. This year, we have pushed hard for our brothers to become more involved on campus. As a result, our brothers participate in over 50 different organizations and activities on campus, in which many have assumed leadership roles. The list above consists solely of extracurricular activities on campus and doesn’t include the various work-study jobs and off-campus jobs our brothers are involved in.

We have found that consistent events and weekly chapter meetings have been productive in solidifying our unity and as such we will continue to stand behind this policy. Internal accountability of our members is critical to a successful chapter. As such, we have redone many portions of our bylaws to clarify: required chapter attendance, low-grade point sanctions, financial responsibilities, and judicial membership

review. Many of these bylaws were already in place. During our first chapter meeting, the Warden (Jeff Van Buskirk) read through the bylaws clarifying and emphasizing portions of the bylaws that were loosely followed. This year the executive board took a hard stance on following the bylaws and kept members accountable for their actions. The judicial review system had been in place but rarely used. The Vice President and the Warden used the judicial review system a few times during the year to review a member's actions. The executive board and brotherhood strongly agree violations should not be gone unaccounted for.

Our President (Justin Reed), has been extremely diligent in responding to the OFSA and has always been an open line of communication between the fraternity and the school. Our chapter has consistently participated in and attended the weekly IFC meetings. Additionally, our chapter worked closely with the OFSA in order to schedule formal rush events by the deadlines given. We also worked and met with the CEAG, in order to discuss the possibility of hosting smaller events at the chapter house. Although these events ended up not working out, communication between the chapter and the OFSA was clear and punctual. Our chapter has also worked closely with our alumni, including our outgoing CAB chairman, Dick Dunne, the incoming CAB chairman, Gorgi Pavlov, and our province president, John Papazian. Executive board members have worked closely with them to ensure our chapter's success.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Phi Delta Theta worked very hard to ensure meaningful connection and experience during the past year. The chapter wanted to ensure brothers were still able to connect and have fun with each other even in a virtual environment. They helped to create bylaws and culture changes to better the fraternity because of COVID-19. The chapter held lots of virtual events for members such as virtual cooking classes, basketball and spikeball tournaments, and virtual tutoring. One panelist wrote, "It was great to hear how the chapter was creative in creating new ways to connect especially during the pandemic. I appreciated hearing how certain topics were more educational and others more humorous, both super needed during this time! It was obvious in meeting with this group that there was connection, humor and passion on this subject." The chapter should think of ways to reconnect members to the chapter when returning in the fall especially being back in the house. Some members may still feel disconnected after a year of being virtual. The chapter also has strong membership in outside organizations which is great in creating and sustaining meaningful relationships with other areas of the university. Based on the panelist feedback the chapter has been assigned a rating of Exceptional in this area which matches Phi Delta Theta's own self rating.

Chapter Development Questions:

1. How can the chapter use their outside involvement to help recruit more members?
2. How can the chapter continue to be creative even when back in person?

Demonstrated effort toward dedication to educational initiatives & chapter priorities

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*
- *Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.*
- *Chapters should be attending all necessary National/regional/area organizational meetings as required.*

Chapter's demonstrated description and justification.

Our first bylaw and initiative change was to the required payment plan for Fall 2020 and Spring 2021. While many brothers were able to either secure on-campus housing or off-campus housing for the Spring term, others could not due to financial or health-related reasons. As such, we reduced the amount that “at home” members would need to pay. One unexpected aspect of the Covid-19 pandemic was a large increase in payments from the senior class. With rush being all virtual, the dues were far cheaper than previous years, and as a result, the treasurer had an easier time collecting dues. We did, however, see an increase in payment plans for members. This increase was because many individuals lost their summer jobs and had a harder time paying dues; however, all the payments were fulfilled after individuals received their backlogged unemployment and stimulus checks.

We have seen throughout the pandemic, there has been an increase in difficulty in landing internships and jobs. This year we have implemented a career development chair and committee: spearheaded by Peter Luba and Justin Choi. Both Peter and Justin are highly qualified in their respected fields, computer science, and finance, and have landed premier jobs within their industry. Through this program, we have a weekly resume and cover letter workshops. Furthermore, Peter and Justin have given presentations on LinkedIn and handshake networking, along with templates for reaching out to recruiters. We have encouraged our new members to take advantage of this opportunity along with Lehigh’s Career development program. We currently do not have any seniors without either a full-time offer or the opportunity to attend graduate school.

Another program that was started during the pandemic was brother tutoring time. While professors still had office hours, they were very limited and by appointment only. We had a form that matched a brother’s availability and the preferred subject, and the need of another brother. Online learning has been very difficult for some brothers and this program has attempted to fill the gaps that online learning has presented. Based on our Fall 2020 grade report, Phi Delta Theta now has an average GPA of 3.57, which is above “All Lehigh Men” and above “All IFC”. In Fall 2020, we have at least 18 members on the Dean's list which is roughly 43 percent of the chapter. Phi Delta Theta has seen significant growth in its overall GPA over the last two years. The Fall 2018 GPA was 2.88, the lowest in the IFC. Today we are 0.69 GPA higher than two years ago. This can be attributed to these tutoring and educational programs along with an emphasis on our scholarship plan. We have also implemented a system of office-hour rewards. There is no question that utilizing professors’ office hours improves grades, and they are useful regardless of how well you grasp the course materials. In order to reward office-hour attendance, we are factoring office hour attendance into room selection for the Fall 2021 semester. Another key aspect of our scholarship plan included the implementation of “major mentors”. Every brother who finished the Fall with below a 2.5 GPA was assigned an older brother in the house as a mentor who could assist them with overall course load management, class selection, and study assistance for courses where they were struggling. This measure, in particular, was designed as a supplement to regularly attending office hours and was devised to reinforce the material and study habits articulated by the respective professor. Every member’s GPA is used in the calculation of ultimate room selection, to incentivize brothers to focus on their academic achievement and seek additional academic support when needed.

Another aspect of education that Phi Delta Theta holds in high regard is its literary exercises. As a brotherhood, we are very interested in each other’s unique qualities and interests. For this reason, we give brothers the opportunity to share their interests at the beginning of each chapter meeting. These 5-10-minute sessions are called literary exercises. These literary exercises not only provide an opportunity for brothers to speak to the chapter about something they are passionate about but also provide great practice in public speaking and presentation skills. Literary exercises are scheduled in advance by the scholarship chairman. These topics vary widely and are essentially mini-workshops for the brotherhood. This year, some literary exercise covered:

- Officer Responsibilities

- The importance of Green Living
- Personal Finance
- Racial Bias
- The importance of community service
- Information learned at the Holocaust Memorial Center in Israel
- Potential house pets
- The Stock Market
- Why Tom Brady is the Goat
- How To Protect Yourself from Different Types of Bears

Our chapter has worked closely with nationals during the Covid-19 pandemic to ensure that the chapter stayed stable during these uncertain times. Our president has attended monthly meetings with Andrew LaPorte, a representative from Phi Delta Theta GHQ to discuss the chapter's current status, and how GHQ can better help the chapter, especially during the pandemic. New members have completed Phikeia education models found on the PDT website in order to better understand the values of the national Phi Delta Theta organization. All new members have also been going through education given by our new member educators, discussing readings from the Phikeia manual. Each of our new members has also gone through the new member academy meeting with Andrew Dorriere, so that they can better understand what it means to be a new member of a Greek organization at Lehigh. Our chapter plans to fundraise from alumni in the fall in order to purchase new furniture for the chapter house, as much of our furniture has become dated. We believe that as we begin to exit the Covid-19 pandemic, our alumni will be receptive to donating to the chapter updating furniture within the chapter house.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Delta Theta showed their commitment to their chapter priorities this semester by ensuring proper support for members through various initiatives. The chapter worked with members to create payment plans and support for members who could not pay. They created a career development chair due the loss of jobs and internships because of COVID-19 which shows their commitment to brotherhood through hardship and also created "major mentors" where older members in the same major helped and tutor younger members. One panelist was especially impressed and wrote, "I was seriously impressed with the educational efforts they have made. Increasing their GPA by 0.69 in just two years is really a great achievement. I also think adding education to their brotherhood by having the virtual tutoring hours is a great way to promote chapter unity. Also, incentivizing going to teachers office hours is a fantastic idea. They definitely care about their academic career success and have been able to do this extremely well even in the middle of a pandemic." The chapter leadership has also maintained a strong relationship with both their headquarters and OFSA. The chapter should continue to think about how they can continue many of these initiatives for the future as the university moves back to in person operations and living in the house again. The chapter has self rated themselves as Above Average in this area. Based on the panelist feedback, the chapter has been assigned the same rating of Above Average.

Chapter Development Questions:

1. How can alumni be involved in resume workshops and professional development?
2. What are some chapter priorities looking to the future?

Demonstrated effort toward commitment to diversity, inclusion & equity

Examples could include but are not limited to

- *75%-100% completion of the EverFi Course on DEI.*
- *Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.*
- *Evaluated by-laws and recruitment practices for potential or unintentional bias.*
- *Held conversations with chapter members and/or the executive board using guiding questions from OFSA.*
- *Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.*

Chapter's demonstrated description and justification.

At the beginning of the year, Phi Delta Theta decided we wanted to improve diversity among the chapter's members. We sought out to educate ourselves on the problems going on in the world, especially after the summer of 2020. Our first step was to make an impact financially. This included doing a fundraiser for Campaign Zero - a charity aimed towards reducing police incited violence nationwide. We originally set a goal of \$846, and we ended up exceeding that by raising \$1295, which we sent to Campaign Zero. This fundraiser, our education, and the completion of the DEI everfi course allowed us to move forward towards our goal of a more diverse Phi Delta Theta. This aim for diversity can be seen in our recently initiated new member class, which includes students of multiple ethnicities, religions, and home countries. Throughout our Phikeia Education process we reemphasized our desire for diversity, inclusion, and equity. One of our new members is set to run a 5k this month for the purpose of Ramadan while raising money to be donated to our philanthropy, as well as, hopefully, becoming our chapter's second ever Iron Phi. In order to become an Iron Phi a member must select an athletic endeavor, raise \$1,000 through the Iron Phi website, and then accomplish the aforementioned athletic endeavor. Our chapter plans to readily support this new member in his venture to become an Iron Phi.

For the last two years, we have elected a BIPOC rush chair to help promote not just Phi Delta Theta's diversity, but also the Greek communities'. The decision to elect a BIPOC rush chair has been represented in the diversity of our newest member class. Our chapter is a melting pot of different races, cultures, religions, and beliefs. In the abolish Greek movement, many chapters around the country are taking a hard look at their chapter's core values and culture, and deciding whether it aligns with their own beliefs. Phi Delta Theta has a strong belief that an increase in diversity leads to an increase in sustainability and productivity. We hope to increase the diversity of our chapter through these initiatives. We have also reached out to the People of Color (POC) within our chapter to consult with them on future rush strategies. We see increasing our diversity as a strong opportunity that our chapter can expand upon.

We as a fraternity have acknowledged that every brother does not come from the same inherent background Lehigh University is known for, whether this be financially or socially. Comfortability and transparency are something our chapter of Phi Delta Theta values dearly. Therefore, through this recognition of diversity among brothers, we have taken initiative to make everyone feel welcome at our chapter. We provide financial support and planning for brothers who might not be able to fully pay their semester dues. Financial deterrents should never prevent a student at Lehigh from feeling like they would not have a spot in our fraternity. In the Phikeia Education process, our Treasurer (Justin Choi) spoke with every member individually that was considering joining. In this talk, a plan was made that would best suit that member. We

understand that those who are fortunate enough will pay in timely manners, whether the deposit for dues is coming from the member itself or their parents. But in the instance the member is struggling financially, extensions of deadlines for dues are given, as well as reduced payments. Of course, every member has their own story and each payment plan might be unique to them. We also make our members aware of scholarships Phi Delta Theta provides such as *The Local Undergraduate Scholarships*, *The Whole Man Scholarships*, and *The Harrison Presidents Scholarship*. We also take pride in our extensive alumni network, meaning that we sometimes seek support and sponsorships from fellow Phis that will also help cover some of our members' dues. A members' financial aid status at this institution can also assist cover the meal plan and housing at the chapter house. Because they will no longer be required to live in dorms or Lehigh housing in general, as well as buying meal plans once joining a fraternity, they can request a Bursar Refund from the Bursar Office. Our housing and meal plans are slightly cheaper than what the school officially offers, giving them even additional support to cover the expenses of being a brother.

Last year we decided to establish a Gender Equity Chairman. As brothers in a fraternity, we found this position to be beneficial because the chairman can give literary presentations of women's issues we may be unaware of, work with the CGE and GVES, and rally support for any gender-based discussions or events on campus. Last year we worked with our GE chair to schedule a meeting with Break the Silence, something we look forward to doing in the fall semester.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Delta Theta recognizes the importance of diversity, equity, and inclusion (DEI) and has taken some good initial steps to fostering that within the chapter. Education is one of the biggest aspects of DEI and it is great to see the chapter took on the initiative after the summer of 2020 where our country saw mass protests. The chapter was able to raise almost \$1300 for Campaign Zero. The chapter also worked to have DEI as a part of their new member process, Phikeia. Phi Delta Theta has had a BIPOC rush chair for the past two years. The chapter should also think beyond recruitment and having a diverse membership and taking that a step further to the inclusion aspect. This could include thinking of ways to ensure those members feel safe and actually a part of the brotherhood. Alleviating financial barriers is also a great way to ensure more people who want to join are able to. One panelist had some great thoughts and wrote, "I think it was really great and progressive that they had BIPOC leadership in the chapter, and specifically the recruitment officer. It was also great that they were raising money and donating to campaign zero, but I don't think that fundraising led to meaningful conversations within the chapter. I think they should work on impactful programming in the future." The chapter has started this by also creating a Gender Equity Chairman which has a lot of potential to fill in the programming gap. The chapter is self aware of the opportunities to grow in this area and self rated themselves as Average in this area. The panelists felt the chapter has made a great initial start and so based on their feedback the chapter has been assigned a rating of Above Average in this area.

Chapter Development Questions:

1. What partnerships on or off campus could be made to be stronger in this area?
2. How can the whole chapter be involved in the action side of DEI efforts?

Demonstrated effort toward ability to adapt and implement creative and innovative methods

Examples could include but are not limited to

- *Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.*
- *Created new communication and incentive programs.*

- *Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.*

Chapter's demonstrated description and justification.

With the outbreak and spread of COVID-19, community service has been the most difficult yet important focus of Phi Delta Theta. While public gatherings have been heavily restricted, the brotherhood has managed to still reach out and assist the community in as many ways it possibly could have. Early in the semester, we posted an announcement to our Instagram page of almost 500 followers. This announcement solidified Phi Delta Theta's pledge to diversity and community outreach, by linking a donation page to Campaign Zero. Campaign Zero is an organization which promotes police reform across the country. Their mission is to preserve communities, demilitarize the police, and educate law enforcement on appropriate ways to diffuse situations. Phi Delta Theta also finds these goals to be incredibly important, and by linking the school community to Campaign Zero's mission, we felt as if we were making a real difference. In a similar vein, Phi Delta Theta released a statement condemning the police violence seen across the country during the summer. While this is by no means the only step we find necessary to change this country for the better, we felt using our platform to raise awareness was something we had to do.

Additionally, Phi Delta Theta was involved in spreading information about the CSO blood drive earlier in the semester. We sent virtual fliers across our fraternity, as well as to our friends and family outside Greek Life. Blood drives are incredibly important for the community, as the Red Cross states that every two seconds, one person in the US is in need of a blood donation. Blood donations are actually more important than ever with the COVID-19 pandemic. Many people cannot leave their homes as often as they once could, which means that blood donations are lower than usual. Phi Delta Theta sent these fliers, and even some members to donate, in hopes to better the situation as a whole, and ease the stress off of essential workers.

Moreover, one of our new members, Omar Safwat, has expressed interest in participating in the Iron Phi challenge. This is a fundraiser where you pledge money to an athlete in order to sponsor them running a 5K. Our new member hopes to raise \$1000 for many charities, with the Live Like Lou foundation being among them. Live Like Lou is a non-profit which raises money for research on ALS. Lou Gehrig was a professional baseball player who was a member of Phi Delta Theta, and unfortunately died of complications with ALS. The Live Like Lou Foundation was created in his honor, and has a long history with the Phi Delta Theta fraternity. This means we will ensure that Omar reaches his goal of \$1000, and our chapter will support him in any way we possibly can. We also have another member of the fraternity who has expressed interest in helping the immediate Bethlehem community. Joe Bereswill has participated in a multitude of community discussions which focused on the closure of Aharts market. Joe gave insight on the grocery and food situation which affects many South Bethlehem members, and offered options as to what should replace the market. Being a relatively new member, Joe's commitment to serving the community is a sign that the Phi Delta Theta fraternity will continue its outreach and try to leave Bethlehem better than how we found it.

As this report is due on April 14th, there are a plethora of events which we have yet to complete, but they have been scheduled. One event we are planning for the end of this month is a bake sale on the front lawn to raise money for CASA (court appointed special advocates for children). CASA is important for the community because it provides a trained advocate for abused children in the Lehigh community. Without these volunteers, these children would be placed in even more of a disadvantage. We are hoping to get a large portion of the chapter involved and are partnering with the Kappa Alpha Theta sorority in organizing the event. This event will see the sale of various baked goods and t-shirts in hopes to spread awareness and raise funds for a good cause. Another event that is taking place in the next coming weeks is the "So You Think You Can Dance" charity event hosted by the Kappa Delta sorority. This brings together most chapters on the hill and has them compete in a dancing competition. Phi Delta Theta is participating in this event, and we hope to send most of our new class to participate. The last time this event was hosted (Spring 2019), Phi Delta Theta actually won first place, so we hope to provide the same commitment as we once did in the past.

Events like these are important to us, and we take all the measures we can in order to ensure the chapter gives its full commitment. This semester has raised many hardships for everyone involved in the Lehigh community, and hopefully the Phi Delta Theta fraternity helped in making these trying times a little

easier.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Phi Delta Theta did what they could to meet the challenging and ever changing environment of the past year. They utilized social media to share information surrounding the Black Lives Matter movement and Campaign Zero, the blood drive with the Community Service Office, and their brother working to complete the Iron Phi Challenge with their headquarters. The chapter also partnered with Kappa Alpha Theta to raise money for CASA. While the chapter highlighted a few members participating in specific service events, the chapter should think about how to increase engagement and what charities or organizations are going to need a lot of help come the Fall 2021 semester. One panelist liked hearing about their service opportunities and wrote, "It was really great to see the philanthropy initiatives and events that occurred despite the challenge of not being able to gather publicly. It also sounds like they did a great job of exceeding their fundraising goals." The chapter self rated themselves as Above Average in this area and based upon the panelist feedback that is what they have been rated, Above Average.

Chapter Development Questions:

1. How can the chapter continue to be flexible in their operations even in person?
2. What might the transition back to in person look like without using virtual means of engagement as often?

Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*
- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*
- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

Chapter's demonstrated description and justification.

Phi Delta Theta believes strongly in a period of education before initiation in order to familiarize new members with the Fraternity. This period is one of positive and encouraging preparation for the responsibilities of membership and reaffirms the principles of Phi Delta Theta. The Phikeia Education program has been adapted from an eight-week to a six-week model in order to fit the published expectations of the General Headquarters of Phi Delta Theta to the expectations of Lehigh University. The ultimate goals of this program are to successfully prepare Phikeia for initiation, enhance their scholarship performance, prepare them for leadership roles, and provide a challenging educational experience that will cultivate commitment and excitement in these new brothers of Phi Delta Theta.

During the Phikeia Education Program, the Phikeia learn about our organizational structure and leadership roles. In order to foster leadership development, Phi Delta Theta encourages its Phikeia to learn from the experiences of current and past leaders. This includes decision-making exercises and facilitated discussions. Brothers in leadership positions speak in front of the Phikeia on a weekly basis, sharing their

responsibilities and offering advice from experience. In addition, the Phikeia participate in case study exercises during which they are encouraged to think through difficult situations, many of these situations come from experiences in the chapter's past. These case studies, which ranged from risk management to issues that arise within the brotherhood, required each new member to refer to the Fraternity bylaws and analyze past decisions made by the chapter. This activity encouraged Phikeia to think critically about the decisions made and forced them to think like leaders.

Our chapter puts a large focus on understanding the history of Phi Delta Theta and the roots of Greek life. The primary tool used is the Phikeia Education Manual, a book published by Phi Delta Theta GHQ containing the history of the fraternity, the ideals of the fraternity, and a thorough history of Greek Life as a movement as well. The manual also provides a thorough history of the importance that Greek organizations have played in our nation's history and an understanding of Greek chapters from all councils. In addition to reading The Manual, the Phikeia are taught the history of the Pennsylvania Eta Chapter through discussions with brothers and alumni. The Phikeia met with members of our Chapter Advisory Board (CAB) to further discuss the history of the Pennsylvania Eta Chapter and to discuss professional growth. The Phikeia also participated in a discussion focused on Greek organizations that have lost their charters, which includes us. During the discussion, they were responsible for identifying the behavior that led to the loss of recognition with the hope that the behavior would never happen within the Pennsylvania Eta Chapter. The last focus of Phikeia Education, and arguably the most important, is emphasizing brotherhood. The Phikeia are encouraged throughout their six weeks to attend events that brothers are involved with outside of the fraternity. In addition to this, in normal years, the Phikeia are encouraged to spend as much time as possible in the chapter house. This includes studying at the house, eating meals at the house, and spending time with brothers. Functioning without a chapter facility is something that some of our brothers still remember vividly. The Phikeia have been encouraged to appreciate the privilege of having it now.

Adapting Phikeia Education During Covid: Spring 2021

With the advent of Covid-19, many of the traditions and procedures of Phikeia education had to be adjusted for the online format. Our chapter has historically placed strong emphasis on bonding between new members and current brothers. For the Fall 2020 education, we changed to a fully remote learning environment to abide by the Lehigh and state guidelines. This adjustment was not the easiest as many of the required historical initiation props were stored at the chapter house. Nevertheless, the pandemic allowed us to connect the new members with the alumni easier. In typical years, it was difficult to schedule a time for alumni to speak to new members, however, with Zoom, we were able to host alumni that lived in different parts of the country.

Spring Class 2020

The Spring Class of 2020 faced many challenges that the chapter was not initially prepared for. Following the Greek pause, we anticipated to begin the 6-week education process, however, this was cut short due to Covid. We were unsure whether to educate the class of 2020 online or wait until Fall 2020. We opted to wait until Fall 2020 so that we could give the new members a traditional Phikeia education; however, with the news of Lehigh opting to be online for the Fall 2020 semester, we had the Phikeia complete the Phi Delta Theta education course. Moreover, during our chapter meeting each week, we had the current officers speak in length about their position and what has made them successful. This was to better prepare the Spring Class of 2020 to hold executive positions with Phi Delta Theta.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Phi Delta Theta has a strong advantage as a chapter with their Phikeia educational program for new

members. The facilitation of discussions with the leadership and new members helps to foster relationships with all member classes of the fraternity. Hosting case studies is a fantastic idea where new members can apply what they are learning while understanding the responsibilities of brotherhood and the chapter. One panelist really enjoyed learning about their new member education program and wrote, "I think their prolonged shadowing program for new exec members was a great idea and would be helpful for the new members. I also think they had a great new member education plan and really good initiatives within it. I think the conversations about mental health are really important generally but especially right now. I also loved that they had case studies of other chapter's bad behavior and are actively trying to be better in the community." The chapter should think about ways to reorient new members especially as the chapter moves back into the house. There may need to be some more relationship building for members who were fully virtual all year. Phi Delta Theta rose up to the challenges of the past year and was able to recruit new members and onboard them the best they could. The chapter rated themselves as Exceptional in this area. The panelists have agreed and so the chapter has been assigned Exceptional in this area.

Chapter Development Questions:

1. How can the chapter house be utilized to provide space for brotherhood bonding again?
2. Are there aspects of virtual NME that could be used moving forward?

Chapter SWOT Analysis

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.

This section will not directly impact the overall evaluation rating.

Chapter's provided response in text boxes below:

<p>Strengths:</p> <ul style="list-style-type: none"> ● Strong, united brotherhood across all classes ● Grade Point Average: as a whole we have performed academically well- above the average IFC Men's GPA ● Well represented in clubs and other on-campus organizations: We have a strong representation in the executive positions of many Lehigh organizations. Our chapter members are striving to become leaders within their industry ● Limited conduct case history and diligent risk management 	<p>Weaknesses:</p> <ul style="list-style-type: none"> ● Dues collections: this year we had to make exceptions in dues collection for four seniors because of their belief that they will not benefit from the funds. We normally do not make these types of expectations, and we will attempt to prevent this in the future. ● Volunteer Chapter Attendance: With the movement of chapter becoming virtual, we saw an initial decline in chapter attendance. In order to combat this, we had to enforce bylaw policies. We expect this to be alleviated with the transition back to in-person chapters. ● Senior Engagement: Like most chapters we have a few seniors who are more disconnected from the fraternity than others. We struggle to find a way to reconnect them. ● External Relations: We would like to build stronger external relationships with other fraternities on the hill, Community Service or Philanthropy type of events.
<p>Opportunities:</p>	<p>Threats:</p>

<ul style="list-style-type: none"> ● Improving GPA: We have seen a drastic improvement in our GPA compared to two years prior. This had been through the introduction of tutoring sessions and a stronger emphasis on recruiting academically strong new members. ● More Community Service Events: With Covid, we found it very difficult to participate in in-person community service events. In the Fall we are excited to resume our normal events. ● Internal governance: Over the past year we have made bylaw changes to strengthen our internal process and keep members accountable. We will continue to revise these bylaws to prevent misconduct. ● Hold more events with on campus organizations (Pride Center, Career Services, Tutoring Services, ect.): Our chapter wishes to build stronger relations with these Lehigh Organizations, next semester we want to hold events where we can introduce members to the services offered by these organizations. 	<ul style="list-style-type: none"> ● Uncertainty about IFC Plan ● Chapter House: Our chapter house desperately needs furniture and equipment. ● Hiring of a new chef: Our old chef retired last year and we are currently in the process of hiring a new one. We are unsure how well the chef will fit into the culture. We have taken suggestions from other Greek organizations about their hiring process, and will likely take a similar route in hiring a new chef. ● Operation of the chapter house: Typically there are older brothers to show you how to operate the chapter house. However, because of Covid only 1 previous chapter house tenant will be present.
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OFSA & panelist feedback to chapter for the SWOT Analysis.

Phi Delta Theta clearly put a lot of thought into their SWOT Analysis. They have very clear examples in each area which shows they are very self-aware as a chapter. The chapter should continue to promote their strengths as a chapter while dedicating time to ways to improve their weaknesses and see what opportunities can be prioritized for the upcoming year. Some of the threats are where alumni may be able to help to provide mentorship in this area especially as it comes to running the house and also partnering with Housing Services. One panelist was impressed by the thoughtful reflection provided in this analysis and wrote, "I think they did a good job identifying their problem areas and where they could improve. I feel like they are one of the more self aware and intrinsically motivated chapters to do and be better." This analysis will serve as a fantastic source in prioritizing the upcoming academic year for the chapter and executive board.

Concluding Summary

Overall evaluation rating. [Exceptional, Above Average, and Average]

Above Average

OFSA concluding summary.

Phi Delta Theta had a great year as a chapter. They worked to think creatively when it came to engaging members and new members in the various areas of chapter operations. The chapter worked to provide flexibility when it came to finances and offering payment plans while ensuring members knew about other opportunities for funding. They have laid down the groundwork to really begin thinking about diversity, equity, and inclusion as a chapter and think about how that can become embedded into the chapter and all areas and not just recruitment. As stated earlier, the SWOT Analysis will serve the chapter well in thinking about

the direction and future of the chapter. The chapter has risen up to the unique challenges of the past year, excelled in several areas, and so based upon the panelist feedback they have been assigned an overall rating of Above Average.