

## ALPHA TAU OMEGA

Accreditation Report

2007-2008

### Scholarship

- In the area of scholarship, Alpha Tau Omega had a fall 2007 GPA of 3.093, which is above the All Men's and All Fraternity average. Their spring 2008 GPA is 2.996, which is below the All Men's and All Fraternity Averages.
- The chapter's spring 2008 new member class GPA was 2.765, ranking 14<sup>th</sup> among the fraternities.
- Alpha Tau Omega had 23% of their chapter members on Dean's List in the fall semester and 18% on Dean's List in the spring semester.
- The chapter focuses on six major components as it pertains to their scholarship plan. The areas of focus are: regular class attendance, organization of study/quiet hours, preparation for mid-term and final exams, academic mentoring/tutoring, individual and group academic goals, and preparation for life beyond time spent at Lehigh.
- Organized study hours are mandated for brothers who achieve a grade point average below 2.25 for any semester. This student is supervised and mentored by a brother who has a 3.25 or higher grade point average.
- The chapter requires that all new members attend regular study hours during the academic week totaling not less than 10 hours per week. All new members are also required to attend the study skills and time management workshops held by the chapter
- Study skills and time management workshops are required semester programs for anyone with a previous semester GPA below 2.50.
- All brothers are required to set individual GPA goals per semester based on their course load and historical performance. The chapter's Scholarship Chairman will then set a collective cumulative goal for the chapter based on the individual goals of the members and the chapter's past semester grade point average as it compares with the all-fraternity and all-male undergraduate GPAs.
- The chapter, along with their alumni Board of Trustees, has implemented an incentive program to recognize those members who have excelled academically. They are described below:
  - Cash awards are given to the individuals with the highest GPA per class and the most improved GPA overall.
  - Dinner invitations are sent to all members who have achieved or surpassed their individual GPA goals for each semester.
  - A special prize given by the Board of Trustees will be awarded to the entire house for achieving their collective GPA goal so long as it is above the all-fraternity and all-male averages on campus. This prize should be decided upon as a group at the beginning of the semester as encouragement to work together in the achievement.
- The chapter uses academic teams to keep brothers of all class years motivated. The chapter utilizes these teams in order to allow brothers to bond with those of different

ages while continuing to excel in the classroom. The groups are designed to pair those brothers who are working in similar areas of study. If one brother is having trouble with a class, managing his time, or needs advice, the academic team provides a solid foundation of help

- The chapter secured a faculty advisor near the end of the spring semester and the committee is very excited to see where they can take that partnership seeing that Professor Nayar has a great level of expertise in business and engineering.
- The chapter continues to work well with their alumni on their career binder and the chapter's career days. Alumni talk to the men about job/internship search as well as provide resume writing and interviewing.

In the area of **Scholarship**, the committee rated Alpha Tau Omega to be a **Silver Chapter**.

### Leadership

- The chapter utilized the following concepts in regard to leadership development among members: internal management of the fraternity; self-governing organizational structure; maintaining a strong status of leaders outside of ATO; and development of time management, collaboration, teambuilding and trust building skills
- The chapter requires that each brother be involved with a club or organization outside of ATO.
- The executive board formed committees and sub-positions to delegate many duties to other brothers within the chapter. The newly formed committees allow more brothers to take part in important chapter activities and put them in positions of leadership.
- The chapter has members involved in outside clubs/organization such as: Wall Street Club, OSLD, Investment Management Group, Lehigh Hockey Team, Business Ethics Club, IBE council and the Student Athlete Executive Board.
- The chapter has three members in Order of Omega, which was a recommendation by the committee from last year's accreditation process.
- The past president, Michael Schwab was selected to be a GEM Mentor for the 2008-2009 academic year.
- The chapter was the recipient of the Alpha Tau Omega True Merit awarded, the highest awarded given by the National Fraternity.
- The brothers regularly attend all national and regional conventions and conferences. Many practices and rituals of ATO are shared and brought back to the chapter for practice.
- Every new member must sign a contract that clearly outlines the rules and their responsibility to the fraternity. This document is the starting point and foundation of ATO before the new member period begins.
- The chapter's standards board is very impressive. The chapter has put a lot of work into it and it is taken very seriously by the chapter.
- The chapter's new member program is improved and they were very intentional about identifying ways to learn from past experiences.
- Alpha Tau Omega has more active involvement in the GEM mentor program, with one of their members serving as a mentor for next year and another was selected as

a mentee. They've worked with the Office of Student Leadership this year both for new member and regular member programs.

- Every year the seniors of the chapter speak to the sophomores about internships, externships, job-search process, interviewing, resume advice and personal advancement at Lehigh.
- The chapter continues to do their awards programs at the end of the year. It's the third year that the chapter has done this program.
- The chapter continues to merge with organizations outside of the chapter, so they continue to act on our recommendations and improve overall.
- The chapter worked very well with one of the Student Leadership Trainers (SLT) who was a member of Psi Upsilon. The two parties were very responsive to each other. ATO also has a member of the chapter is an SLT. The committee recommends that ATO and Psi Upsilon look to their relationship as student leadership trainers to foster a more cohesive partnership as chapters.
- The chapter had an effective officer transition workshop with the Greek Life Leadership Coordinator, Jess Misner.
- An improved relationship was formed this year between OSLD and ATO. Ben Johnson, the chapter's Chaplain, was extremely proactive in meeting with the Jess Misner several times throughout the academic year to develop a leadership plan and design programs. However, the chapter needs to set behavioral expectations for their membership at any workshop.

In the area of **Leadership**, the committee rated Alpha Tau Omega to be a **Gold Chapter**.

### Citizenship

- The chapter's standards board again is one that they put a lot of work in and is taken very seriously. They have an increased scope in terms of chapter members running the house day to day as well as being involved in other organizations.
- The chapter participated with STAR training and Kaplan SAT tutoring
- The chapter participated in the Office of Community Service Spring Fling event
- The chapter has continues volunteer hours with the Salvation Army in Allentown. This opportunity gave the chapter a change to service less fortunate families in the Lehigh Valley.
- The chapter was asked by a representative from College Democrats (also a member of Phi Sigma Kappa fraternity) to hold primary election voting at the ATO chapter house.
- The chapter's standards board is also responsible for monitoring house points for brothers. The system has been reformed to include the other added chapter positions. The new system will allow the executive and standard boards to monitor each brother's points throughout the year.
- Each brother starts off with 100 points and deductions can occur if brothers are not abiding by ATO's standards. The chapter hopes that this new system will serve as a motivating device for participating in events regarding community service; achieving

stellar academic marks; becoming an in-house leader as well as one outside the house; and to keep house negligence to a controllable level.

- The chapter donated to numerous philanthropies including: Alpha Chi Omega/Sigma Chi Luminaries, Panhellenic Pink Day, Adopt-a-Family, Hunger and Homeless Week, and MS Week.
- The chapter focused on their community service efforts this year by doing it by new member class. The committee cautioned the chapter to make sure it doesn't drive the culture of class separation in the chapter. The chapter understood the concern of the committee but they are comfortable with it and they follow through, so the committee approves.
- The chapter planned to partner with Lehigh Recreation to establish an annual golf tournament, but the partnership didn't pan out this year. However, the chapter stuck with the event and it was still a success.

In the area of **Citizenship**, the committee rated Alpha Tau Omega to be a **Gold Chapter**.

### Partnership

- The chapter partnered with parents for Parent's Weekend which featured a catered breakfast, a football tailgate and a monitored cocktail hour at the chapter facility.
- The chapter celebrated their 125<sup>th</sup> anniversary of being on Lehigh's campus. This event featured a golf outing with alumni and a formal dinner at Spring Valley Inn, a football tailgate and an evening cocktail with light hors d'oeuvres.
- The chapter continues to partner with Delta Gamma with the dance competition. Unfortunately, the event was not put together in a comprehensive and organized fashion and the event will be taken back to the drawing board in terms of co-sponsorship.
- The chapter has partnered with other organizations on campus including Healthy Hawks, Sexperts and Lehigh University Police Department
- Several chapter members assisted with the planning of Culturefest.
- The chapter is still figuring out ways to partner with other student organizations. As they continue to try to improve relations within the Greek community the committee recommends that the chapter look for some opportunities outside of the Fraternity and Sorority community with some non Greek organizations or local community service or town agencies. This initiative is something that the Offices of Fraternity and Sorority Affairs and Community Service can assist the chapter with. The chapter is continuing to work on this and they have made strides. This is going to have to be one of their focuses next year.

In the area of **Partnership**, the committee rated Alpha Tau Omega to be a **Bronze Chapter**.

### Stewardship

- The chapter's damages have come down dramatically. They've drastically improved their relationships with the Office of Residential Services. This is due to a switch of House Manager and the chapter making an effort to respect the facility more.
- The chapter is in good financial standing with the FMA.

- The chapter made small improvements to their library, making it a more studious environment. They organized documents into a file cabinet that allowed brothers to utilize for their own use.
- The chapter hung their awards from Lehigh and the National Fraternity in their Library in order to add a luster to the room and to recognize the efforts of the chapter. The chapter's original charter was also restored and it can be found hanging in the library.
- The chapter had one of their consultants visit to speak to the chapter about ritual and the importance that it has within the fraternity. The chapter has made it a priority to include this in their everyday operations of the fraternity.
- The chapter implemented a new position under their risk management plan called the House Medical Technician. This position is fairly new, but is one that will be continued. The HMT compiled a list of each brother's emergency information, allergies, past surgeries, etc. in order to have a heads up in case of an emergency. A first aid kit was also purchased and is kept in the chapter facility at all times
- The chapter had the Bethlehem Fire Marshall, Robert Novatnack, come and speak to the chapter about fire safety. This was after the chapter faced their first life safety violation, but in an attempt to be proactive to ensure that the incident did not occur again, the chapter felt it important to invite him to the chapter house.
- The chapter created a website per the recommendation of the committee during last year's accreditation process. The site includes a description of the house location, upcoming events, rush information, a seasonal newsletter, and list the various awards the chapter has won
- Alpha Tau Omega continues to improve on the practice and proficiency of their nationally espoused ritual process.
- The area that the chapter still needs improvement in is life safety violations. They had one this year and a second violation was removed because on appeal. The chapter needs to continue to hold individuals accountable, especially alumni who come back and don't have respect for the chapter facility.

In the area of **Stewardship**, the committee rated Alpha Tau Omega to be a **Silver Chapter**.

### Overall Rating

**ATO is a Silver chapter.** The chapter has been very impressive in terms of the recommendations that they improved on this year including: house upkeep, standards board, relationship with other offices, use of the websites, and working on the new member program. The chapter has taken a lot of the recommendations from last year and really utilized them, such as website development and work on ritual proficiency. Although they are Silver, they've increased dramatically within those areas and they deserve a lot of credit for that. The chapter needs to continue to look to improve their relationships with other organizations. They need to continue to fine tune their social events as well as their stewardship practices and they have an opportunity to become a Gold chapter.

### Alpha Tau Omega

#### Recommendations

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### **Best Practices**

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