

**Lambda Chi Alpha**  
Accreditation Report  
2008-2009

### Scholarship

- In the fall 2008 semester, Lambda Chi Alpha ranked 6<sup>th</sup> amongst fraternities, with a 3.20212 GPA, which placed them above the All-Greek, All-Men's, and All-Fraternity Averages. In the spring 2009 semester, the chapter ranked 8<sup>th</sup> amongst fraternities overall, with a 3.08877 GPA, which placed them below the All-Greek, but above the All-Men's, and All-Fraternity Averages.
- The chapter had 25% of members on Dean's List in the fall 2008 semester and 26.9% of members on Dean's List in the spring 2009 semester.
- Lambda Chi Alpha's spring 2009 new member class cumulative GPA was 3.039, ranking 8<sup>th</sup> out of 20 fraternities.
- The chapter partnered with the Center for Academic Success to host two programs for their new associate member class during the spring 2009 semester.
- Lambda Chi Alpha did secure a faculty advisor, Rabbi Seth Goren, which the committee believes is a good decision. The chapter took this recommendation and the committee is excited to see what comes of this relationship in the coming year.
- The chapter's Scholarship Chair has made valiant efforts to create a more in-depth scholarship plan. However, the chapter needs to still devise how they will work with brothers who may fall under the chapter minimum GPA requirements. The committee wants to ensure that the chapter is properly utilizing the scholarship plan.
- Again this year, Lambda Chi Alpha utilized their faculty dinners to create relationships with the numerous faculty and staff on campus. The committee encourages the chapter to continue this program.
- Lambda Chi Alpha implemented a new incentives program with the chapter's Alumni Corporation and the committee is looking forward to seeing how this affects the chapter's cumulative GPA in the future.
- The committee has made the same recommendation for the past two years which is that the chapter seek out assistance from the Center for Academic Success regarding the tutoring program that Lambda Chi Alpha has set up. The chapter has admitted that the program still is not formalized, and we are concerned that the chapter has neither acted upon these recommendations nor justified why they have ignored the recommendation repeatedly over the past two years.

In the area of **Scholarship**, the committee rated Lambda Chi Alpha to be a **Bronze Chapter**.

### Leadership

- Lambda Chi Alpha has attempted to be honest in discussions with the Office of Fraternity and Sorority Affairs about ongoing chapter problems and internal issues that need to be addressed for their continued success. These issues include an overall lack of accountability by all chapter members, as well as buy-in to the values of the Inter/National fraternity. The

chapter needs to continue to utilize their relationships with the Office of Fraternity and Sorority Affairs and the Inter/National organization in the coming year in order to continue to progress in chapter operations. The committee is pleased with this honesty, but is worried that for the second year it is obvious that aside from a core group of chapter members, accountability and organizational involvement is lacking from all members.

- The chapter has a number of strong leaders who are very involved outside of Lambda Chi Alpha. However, the committee does not see these leadership skills being utilized in the chapter. The committee recommends that the chapter find ways to make use of all their members' strengths in chapter operations.
- This year, the chapter participated in the Lambda Chi Leadership Summit in Philadelphia, sending three brothers on September 20<sup>th</sup> to participate.
- The chapter partnered with the Office of Student Leadership Development and Gamma Phi Beta to host four programs for new associate members. Additionally, they began planning for weekly programming for the brotherhood. However, the programming did not carry over into the spring semester and the chapter needs to continue to look for more individual leadership programming through the Office of Student Leadership Development, such as a goal training workshop. Focusing on deliberate leadership training programs in one semester only will not reap the much needed results in chapter leadership improvement. This is a full year commitment.
- The chapter has continued involvement with the Interfraternity Council, including the past Treasurer and the incoming President.
- The committee recommends for the third year in a row, to send a chapter member to the Undergraduate Interfraternity Institute (UIFI) this year. However, this recommendation was also given for the past two years, and the committee is concerned that it has not been followed in the past.

In the area of **Leadership**, the committee rated Lambda Chi Alpha to be a **Poor Chapter**.

### **Citizenship**

- The chapter took large strides to improve their community service this year by creating a new executive board position, the High Theta position. The chapter member in this position was charged with concentrating solely on community service and philanthropy. Lambda Chi Alpha's North American Food Drive was very successful this year, and with the assistance of the High Theta, the committee encourages the chapter to continue this program.
- Lambda Chi Alpha was successful in initiating some new involvement for the chapter, including Habitat for Humanity and the Boys and Girls Club. The committee hopes that the chapter will continue their involvement, for example with the Boys and Girls Club this year, as the chapter needs to find community service project that they can establish involvement with on a regular basis.
- The chapter had two major conduct incidents this year: the first involved vandalism by chapter members while visiting the Massachusetts Institute of Technology chapter. The second incident occurred when the chapter participated in a bias-related incident at Greek Week. This was a significant issue that led to the chapter being removed from Greek Week. The bias related incident is unacceptable and the committee expects Lambda Chi Alpha to play a major part in articulating to the rest of the community why this behavior is unacceptable. The committee recommends that the chapter find methods, which may include a more well developed standards board or point system, to hold individual brothers accountable for their actions and how they affect the rest of the chapter.

- As mentioned last year, Lambda Chi Alpha, with the assistance of the Office of Fraternity and Sorority Affairs, needs to find a method to increase accountability among the members of the chapter. There have been some improvements, but the chapter has not yet met the level of accountability that is needed.

In the area of **Citizenship**, the committee rated Lambda Chi Alpha to be a **Bronze Chapter**.

### Partnership

- Lambda Chi Alpha has continued their positive relationship with their Inter/National Headquarters through their relationship with their consultant. The chapter continued to follow through with the recommendation given in 2007-08 to improve relationships with their Inter/National Headquarters.
- Stemming from the chapter's established relationship with their Inter/National Headquarters, the committee recommends that the chapter begin to utilize some of their Inter/National Headquarters' resources to assist the chapter in other areas where the chapter needs improvement, such as leadership training, standards board establishment, diversity awareness training, and embedding Lambda Chi Alpha values into everyday chapter experiences.
- The chapter has increased its communication with alumni, including the use of monthly email updates through the chapter's High Rho executive board position. Lambda Chi Alpha needs to continue to build its relationship with the alumni of the chapter. Establishing a more consistent relationship with their alumni advisory team can assist them in working through some of the chapter's issues, will benefit the chapter in the long-run.
- Lambda Chi Alpha partnered with Gamma Phi Beta this spring for a leadership workshop series with the Office of Student Leadership Development. The chapter also partnered with Pi Beta Phi for an etiquette dinner in the spring semester. While the committee is pleased to see these relationships continue, the recommendation from last year to expand on partnership opportunities was not followed.
- The committee feels that Lambda Chi Alpha relies far too much on standard practices such as dinner discussions and tailgate events, rather than more meaningful programs and building positive relationships beyond social opportunities. The chapter failed to articulate, in both their packet and their presentation, the significance that partnership efforts hold for themselves and the impact they could have on the chapter and their partners.

In the area of **Partnership**, the committee rated Lambda Chi Alpha to be a **Poor Chapter**.

### Stewardship

- The chapter has worked to improve relationships with Residential Services, including hosting Danielle Jones, the Assistant Director of Residential Services, for an evening program on housing policies.
- Lambda Chi Alpha has continued their Friday Afternoon Recreational Training program and continues to sponsor their art program. The chapter also regularly participates in intramurals through the university.
- Lambda Chi Alpha needs to continue to work on their ritual and how they incorporate the values of the fraternity into everyday life. The chapter's New Member Educator, has made great efforts to improve the Associate Member education program using tools from Inter/National Headquarters. However, it appears that the entire brotherhood does not understand the values of the organization, or at least demonstrate this understanding through

their daily behavior. Making Lambda Chi Alpha Inter/National values and rituals a more prominent part of the brotherhood experience may help remedy this environment.

- The chapter had two secondary life safety violations at closing, including tampering with emergency lighting and having candles in the facility.
- Overall, the year-end closing of the physical facility was not completed in an acceptable manner by the membership. Personal items and garbage were left in and around the facility. In addition, by the end of the year, chapter damages were among the highest in the fraternity and sorority community. The committee recommends that the chapter work with the Residential Services to create a strategy that incorporates a chapter-wide effort for opening and closing the facility.
- The committee notes that now a number of brothers are choosing to live off-campus, stating that living in the chapter facility is not conducive to their academic success at Lehigh. The committee recommends that the chapter find ways to support academic success and foster an environment that supports success for all members so as to encourage all brothers to want to live in the chapter house.

In the area of **Stewardship**, the committee rated Lambda Chi Alpha to be a **Poor Chapter**.

### **Overall Rating**

Lambda Chi Alpha has some very dedicated members, but overall there is clearly an under utilization of leadership potential, and we believe the chapter is much more capable of success than demonstrated this past year. The chapter will need to utilize these assets (dedicated members and potential leaders) to reflect on this past year's short comings and plan ahead pro-actively for the coming year.

There seems to be a trend within the chapter that the fall semester is used to plan and attempt to execute items, but the spring semester is when everything seems to come together. The chapter cannot afford to continue to operate on this cycle. Successful chapters at Lehigh incorporate their planning and action steps throughout the entire academic year. Brotherhood activities and events, leadership workshops, and other membership development should not be dependent on the presence of a new associate member class.

The committee continues to be concerned with an apparent lack of overall chapter urgency in being involved with this effort. It is still apparent that a core group of chapter members are attempting to make positive change, but that a good portion of the chapter has yet to have truly contributed. At the 2007-08 Accreditation presentation, the committee was clear in communicating to Lambda Chi Alpha that consistency and participation by the entire chapter was expected for the chapter to move forward. Despite the efforts of a handful of chapter members, that consistency was not demonstrated in 2008-09.

The chapter had two significant conduct issues (a bias related incident during Greek Week and vandalism of another chapter facility), which are concerns. The chapter needs to find methods to have all members embrace core values and behave in accordance with those values consistently. When members transgress, the chapter should have a standards board process or internal values board to respond and hold members accountable in addition to the university's interventions.

The committee also notes that the chapter has disregarded many of the prior years' accreditation process recommendations, which, if followed, may have resulted in improvements in the category and overall ratings. The committee strongly encourages the chapter to thoughtfully review all recommendations provided and deliberately plan to improve in the areas noted throughout the report.

With the continued assistance of the Office of Fraternity and Sorority Affairs, and the addition of the chapter's new faculty advisor, the committee believes that if the chapter acts on the

**aforementioned recommendations, that Lambda Chi Alpha can be successful. However, failure to make progress in these areas could result in the chapter's loss of recognition if they receive a poor overall rating in 2010.**

**The committee assigns Lambda Chi Alpha an overall rating of Poor. As the result of being a poor chapter, Lambda Chi Alpha must meet in its entirety with their assigned Greek Life Coordinator and Alumni Advisor monthly to work towards improvement. A chapter that received a rating of Poor for two consecutive academic years loses recognition and right to group housing.**

#### **Recommendations:**

- The chapter's Scholarship Chair has made valiant efforts to create a more in-depth scholarship plan. However, the chapter needs to still devise how they will work with brothers who may fall under the chapter minimum GPA requirements. The committee wants to ensure that the chapter is properly utilizing the scholarship plan.
- The committee has made the same recommendation for the past two years which is that the chapter seek out assistance from the Center for Academic Success regarding the tutoring program that Lambda Chi Alpha has set up. The chapter has admitted that the program still is not formalized, and we are concerned that the chapter has neither acted upon these recommendations nor justified why they have ignored the recommendation repeatedly over the past two years.
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