

THETA XI

Accreditation Report

2008-2009

Scholarship

- Theta Xi was ranked 5th among fraternities in the fall 2008 semester with a 3.217 GPA, which put them above the All Greek, All Fraternity, and All Men's averages. The chapter was ranked in the spring 2009 semester with a 3.133, which is fifth amongst fraternities, above the All Men's and All Fraternity Averages, and below the All Greek Average.
- The chapter's spring 2009 new member class grade point average is 3.026, ranking them 9th out of 20 fraternities.
- Theta Xi had 19% of chapter members on Dean's List in the fall 2008 semester, and 14% of chapter members on Dean's List in the spring 2009 semester.
- The chapter has continued utilizing scholarship teams and academic incentives such as the Dean's List dinner with Alpha Chi Omega and scholarships.
- Too much of Theta Xi's academic plan still relies around study hours. This is the second year in a row that the committee is recommending that the chapter works with Academic Support Services on figuring out methods to use study hours more productively.
- The scholarship teams are working well, but the chapter should do more to formalize and figure out if they are going to use some form of study hours.
- The committee thinks the chapter should be more thoughtful in the activities they participate in with other groups.
- The dean's list dinner with Alpha Chi Omega was a good start in providing an academic recognition and incentive. The committee would like to see the chapter continue to not only look for more of these practices, but become more intentional and consistent in programming.
- The chapter has not had a faculty advisor this year. The men invited some professors to dinner, including Professor Martindale, for this purpose, but no advisor has been established.

In the area of **Scholarship**, the committee rated Theta Xi to be a **Silver Chapter**.

Leadership

- The chapter has worked with their alumni advisor Brian Bowers to revamp the chapter bylaws, which were extremely outdated.
- The chapter is working to get more members involved via a committee system. The committee is happy that it has been put in place, but from committee observations at the presentation when the chapter members were asked to expand on their participation, it did not seem as though many brothers were actually on committees. The committee recommends the chapter continue to solidify this structure and really get more brothers involved.
- The chapter has some individuals in leadership roles outside of the organization, including one member who is a phase coordinator for Leadership Lehigh. The

committee recommends this leadership be integrated into the chapter more effectively.

- The chapter has implemented a shadowing period as part of their officer transition.
- The chapter worked with the Student Leadership Trainers for two workshops. While these programs were a good start for the chapter, the scheduling and follow through on these programs was not organized. The chapter needs to drastically improve in this area.
- Theta Xi hosted their Regional Leadership Conference at Lehigh University this year. While the conference occurred during the first weekend of spring break, the chapter had a good number of brothers remain and it seemed to go very well.
- The committee recommends the chapter implement an off-campus liaison program for those members not living in the chapter house in order to keep them connected to the chapter. The chapter still seems to struggle with senior leadership/involvement because of a lingering hierarchical culture within the chapter that requires younger members to do a majority of the work.
- Overall Theta Xi began to put an initial structure together this year. The committee recommends that the chapter commit to the structure and continue to focus on full membership involvement so as not to rely on just one class of students each year. This has been the chapter's most consistent issue for the past several years and has to be their number one leadership priority for the next year.

In the area of **Leadership**, the committee rated Theta Xi to be a **Bronze Chapter**.

Citizenship

- The chapter has implemented a standards board, but it does not seem to be a formalized process. Based upon the discussion at the chapter's presentation, it seems that accountability comes from the President making the decision to hold members accountable and not from set standards. The committee recommends the chapter focus on their standards board next year. The Office of Student Conduct can be a great resource in evaluating and revising current processes.
- The chapter participated in a few community service and philanthropy events this year. The chapter volunteered to play football with the Boy Scouts, participated in Adopt-A-Family, and partnered with Delta Tau Delta to host a charity band concert.
- The chapter worked with the Boys & Girl Club this semester.
- The chapter has also helped other groups with events such as Rock the Vote and Kristen's Story.
- The committee considers the chapter's emergency action plan a best practice. The men are using technology in a positive way.
- Theta Xi still seems to be searching for consistency in determination of community service and philanthropy. While the breath of efforts is improving, there does not seem to be a link between community service and philanthropic efforts and how this impacts the chapter. This lack of progress is something that most other chapters have moved forward with over the past few years.

In the area of **Citizenship**, the committee rated Theta Xi to be a **Silver Chapter**.

Partnership

- The chapter has a great relationship with their Chapter Advisor Brian Bowers and their alums in terms of cooperation and financial needs. Brian Bowers has been a great asset to the chapter and should be commended for winning the Advisor of the Year award from Theta Xi Inter/national Headquarters.
- The chapter had representation at the Greek Alumni Council meetings each semester.
- The committee would like to commend the chapter for establishing a positive relationship with University Chief of Police Edward Shupp. The committee highly encourages the chapter to continue fostering this positive relationship.
- The committee recommends the chapter continue to build relationships with faculty and staff through dinners and discussions. The chapter invited Professor Martindale for dinner. The men also participated in some workshops with the Student Leadership Trainers, but these seemed to be largely determined by the chapter President, and were not well organized.
- The chapter makes good use of their website and is getting progressively better at distributing.
- The chapter participates in yearly partnerships such as the first-year student move-in and Adopt-a-Family.
- A recommendation from the committee is to work with Chad Davis in the Alumni office, on such practices as the Greek Wiki and Alumni Calling Program. This can be a valuable resource in terms of assisting with alumni events and communication.
- Overall the committee feels that the chapter has started to head in the right direction, but would like to see them continue to work to build quality partnerships with staff, faculty, and other organizations on campus. There are many opportunities for partnership that the chapter has not taken full advantage of at this point.

In the area of **Partnership**, the committee rated Theta Xi to be a **Bronze Chapter**.

Stewardship

- The chapter had two major life safety violations and multiple house related issues with damages and excessive cleaning throughout the year. Residential Services and the chapter's Greek Life Coordinator have both had discussions with the chapter regarding responsibility, safety, and respect for the facility.
- The chapter is extremely lucky they did not lose their housing based on all the incidents this year and absolutely needs to make respect for the facility a primary focus for next year.
- Theta Xi has gotten better in terms of attempting to individually be a cleaner chapter, but they still tend to have major issues overall. Damages were high and far too much of this came from excessive cleaning.
- The committee hopes that the chapter's successful closing is an indication that Theta Xi understands the need to improve upon their issues with facility maintenance and upkeep.
- The chapter has improved with regards to ritual. The committee believes chapter advisor Brian Bowers has been a positive influence and possibly the main reason for this constant improvement. The chapter has to figure out how to be more consistent in terms of implementation and to take the lead in this area without relying on their chapter advisor.

- The chapter's finances seemed to be in good standing, but the committee was unsure if the chapter understands their finances based on discussion at the presentation. There is the feeling that the active membership still relies far too much on their alumni.
- Theta Xi was involved in intramurals and actively participated in Greek Week.

In the area of **Stewardship**, the committee rated Theta Xi to be a **Poor Chapter**.

Overall Rating

Overall, Theta Xi is rated Bronze. The chapter has made progress in laying the groundwork for a more efficient organization. The chapter has been more cognizant of their responsibilities with social policy violations, as well as the need to become more consistent in delegation of responsibilities throughout the entire chapter. However, Theta Xi still relies too much on their alumni for planning and motivation. They have to be more accountable as an entire chapter. They can't go year to year based off the two or three chapter members who are really implementing and trying to be positive. Additionally, the lack of concern for Life Safety is disturbing considering how close the chapter came to losing their facility. The chapter has finally begun to put organizational structures in place, such as a committee system and improved ritual proficiency training programs. However, the committee is still concerned that as an organization they are several years behind where they should be. Continued improvement is expected.

The accreditation committee assigns Theta Xi an overall rating of Bronze Chapter, which is considered a solid level of achievement in the accreditation process, with all the privileges that accompany such a rating.

Best Practices:

- The committee considers the chapter's emergency action plan a best practice. The men are using technology in a positive way.

Recommendations:

- Too much of Theta Xi's academic plan still relies around study hours. This is the second year in a row that the committee is recommending that the chapter works with Academic Support Services on figuring out methods to use study hours more productively.
- The scholarship teams are working well, but the chapter should do more to formalize and figure out if they are going to use some form of study hours.
- The committee thinks the chapter should be more thoughtful in the activities they participate in with other groups.
- The chapter is working to get more members involved via a committee system. The committee is happy that it has been put in place, but from committee observations at the presentation when the chapter members were asked to expand on their participation, it did not seem as though many brothers were actually on committees. The committee recommends the chapter continue to solidify this structure and really get more brothers involved.
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