Psi Upsilon ranked tenth among the Interfraternity Council Chapters in the fall 2011 semester with a 2.94881 GPA, a decrease of .06749 from the spring 2011 semester. The 2.94881 GPA placed the chapter above the All Fraternity average, but below the All Men and All Undergraduate Averages.

Psi Upsilon ranked fifth among the Interfraternity Council Chapters in the spring 2012 semester with a 3.12 GPA, an increase of .17119 from the fall 2011 semester. The 3.12 GPA placed the chapter above the All Men, All Fraternity and All Undergraduate averages.

Psi Upsilon’s spring 2012 new member class GPA was 2.878, ranking eighth out of 18 Interfraternity Council Chapters.

Psi Upsilon had 16.7% of the chapter on the Dean’s List in the fall 2011 semester and 25.5% on the Dean’s List in the spring 2012 semester.

Over the last two years, Psi Upsilon has trended anywhere between 18th and fifth in overall Grade Point Average, with their current rating of fifth as the highest.

The chapter recognizes all members who achieve a 3.0 GPA or higher for at least two consecutive semesters in their “3.0 Challenge.” Nineteen men in the fall and seventeen men in the spring achieved this recognition.

The chapter requires that all brothers on academic and social probation spend one half hour per credit at a Lehigh library per week. Library hours are considered mandatory meetings for those not achieving academic standards. Members who do not attend library hours will not receive attendance points from the Academic Chair. The chapter should be commended on their tracking and reduction of those on academic probation. The committee considers this system of accountability a best practice.

The chapter decided to raise their social and academic probation standards. Social probation GPA was raised to a 2.35 while academic probation was raised to a 2.65 GPA. The committee would like to see the chapter continue to review these standards with the goal of incrementally raising them.

The chapter has a mentoring program in place for those who are on social or academic probation. The committee recommends that all mentors complete a training process to ensure they are properly mentoring their peers. The Center for Academic Success could assist with this training.

Psi Upsilon’s Alumni Association gave a generous donation to renovate and restore the chapter’s library. Bookshelves, walls, and woodwork was replaced or fixed to restore the facility to its original state. The committee was impressed with the seriousness in which the chapter takes the historical importance of their library.

The chapter hosted their fourth annual Professors Appreciation Dinner to recognize outstanding professors at Lehigh who are nominated by members of the fraternity to attend. Sixteen professors were invited to this event. Awards and recognition for chapter academic accomplishments were given out during this time.
• The chapter hosted Nick Praedin from Career Services to discuss ways to properly conduct an internship or job search. The discussion covered resume building and cover letter writing.

• Psi Upsilon hosted Professor Hart for dinner in the fall semester to learn about his personal and professional experiences as a fighter pilot in the US Air Force and an astronaut for NASA.

• The chapter hosted Tyrone Russell of the Office of Multicultural Affairs (OMA) to have a roundtable discussion on the concepts of diversity, privilege, and social justice. The committee recommends that the chapter continue to build upon this relationship with OMA to focus more on these concepts.

• The committee recommends that the chapter develop a program where members focus on reflecting on their personal and professional experiences both in and outside of Psi Upsilon. The chapter leadership should work with their Assistant Director to develop this program and adapt it to the Psi Upsilon values and purpose.

• The committee believes that Psi Upsilon has reached the point of Intellectual Development aptitude that the chapter should consider putting together an Intellectual Development series focusing on one educational theme for the chapter for the entire year. The chapter's Assistant Director can assist Psi Upsilon in finding a theme that the chapter is passionate about, as well as securing faculty/staff support for creating educational and reflection opportunities.

Chapter Development Questions for 2012-13:

• What does the process look like for Psi Upsilon to create an Intellectual Development educational series for chapter members based on a common theme?

In the area of Intellectual Development, the committee rated Psi Upsilon to be a Gold Chapter.

Leadership Development

• Psi Upsilon’s leadership structure consists of 23 chapter officer positions that are elected on a calendar year system with elections held at the end of the fall semester.

• The chapter’s new members participate in a ropes course prior to their new member induction. Members of Psi Upsilon attend and participate as well to get to know the new members and build relationships during this time.

• The chapter hosted a Psi Upsilon Leadership Consultant, Matt Miller, who urged the leadership to begin thinking strategically and focusing on a 5 to 10 year plan of improvement. The committee commends the chapter and their Inter/National Headquarters for being this forward thinking, and would like to see this challenge linked back to Organizational Development.

• The chapter sent past-President Ian Smyth to the Psi Upsilon Archon’s Academy in January in Indianapolis, Indiana. Topics covered were risk management, team building, alumni relations, and networking within Psi Upsilon. The chapter did a good job of articulating the lessons brought back from the Archon’s Academy.

• The chapter had multiple members participate in the Greek Allies Program (GAP). One member was named Greek Ally of the Year. The committee commends Psi Upsilon on their continued support for this program.
Psi Upsilon has a member, Peter Weigel, who is a Martindale Scholar. Peter will be traveling to another country this summer to conduct research, meet with dignitaries from around the world, and be immersed in other cultures. The committee recommends that the chapter embrace this opportunity to learn more about the Martindale Center and host a reflection session with Peter in the fall semester.

The committee recommends that the chapter develop a formal transition program for incoming and outgoing chapter officers. Chapter leadership should work with their Assistant Director and/or the Office of Student Leadership Development to develop this program to ensure effectiveness.

The chapter’s new member program continues to be well thought out and comprehensive.

The chapter has members whom are involved in exceptional leadership practices outside of the chapter. An example of this is Dan Coviello’s work with the Community Service Office (CSO). Dan’s work with the CSO has led to continual partnerships between the chapter and the office. The committee would like to see the chapter continue to understand the lessons imparted on Psi Upsilon due to this partnership. Psi Upsilon’s support of Dan is impressive, and the committee believes this could be a deeper link for a chapter to understand the importance of servant leadership.

Chapter Development Questions for 2012-13:

- How can Psi Upsilon create intentional self-reflection opportunities for chapter members to relate leadership lessons back to the organization?

In the area of Leadership Development, the committee rated Psi Upsilon to be a Gold Chapter.

Community Development

- Psi Upsilon should be commended for their partnership with Kappa Alpha Theta and the Kicks for a Cause event held in the fall semester. The chapter assisted with the soccer tournament as well as the fundraising dinner at Sal’s Restaurant. Between both events, $900 was raised for the Court Appointed Special Advocates (CASA).

- The chapter participated in “Movember” in the month of November to raise money and awareness for men’s health and prostate cancer. Psi Upsilon partnered with Phi Sigma Kappa Fraternity to hand out over 700 free, fake moustaches to students with a statement about the cause attached.

- Psi Upsilon participated in a variety of campus inclusion events this year which included Take Back the Night, Vagina Monologues, and Walk a Mile in Her Shoes. All of these events fall under the theme of gender violence.

- The chapter has a strong focus on their South Bethlehem Initiatives which include participation in Spooktacular, Adopt a Family, Spring Fling, blood drives, and Hunger and Homelessness Awareness Week.

- The chapter participated in a personal chapter philanthropic cause, the Ryan Vernooy Superhero 5K Run. This event was created to remember and honor the hard work of deceased chapter member and past president Ryan Vernooy. Twelve members and alumni participated in this race and donated over $400 for “Team Hole in the Wall.”
• The chapter is looking to host an open event to bring awareness to their national philanthropy, the Sam Schmidt Paralysis Foundation. The committee recommends that the chapter work with Lehigh University Disability Services to develop and partner on this open event.

• Psi Upsilon registered 25 philanthropic events, over $2,600 raised and donated, and 327 hours of community service for the 2011-2012 academic year.

• Psi Upsilon is currently on Disciplinary Probation for unauthorized or illegal consumption, distribution, or possession of alcohol which violates Lehigh University policies. This is the result of an unregistered social event which occurred during the men’s recruitment period and included hard alcohol use. The chapter understands the seriousness of the situation and has complied with University officials to ensure that this does not happen in the future.

Chapter Development Questions for 2012-13:

• How can Psi Upsilon assist in creating a recruitment environment that focuses on chapter accomplishments as opposed to social events?

In the area of Community Development, the committee rated Psi Upsilon to be a Gold Chapter.

Organizational Development

• The chapter had a good amount of brotherhood activities planned throughout the year. Such events include whitewater rafting, a paintball trip, “Manly” Movie Nights, Secret Santa gift exchange and more.

• Psi Upsilon sent four members to the 168th International Convention in Washington, DC. Those in attendance learned much about the internal workings of the international office as well as ideas for a brotherhood retreat.

• Psi Upsilon won the Upper-class Division of Lehigh’s Intramural Sports Division. The committee commends the chapter for their participation and success.

• Psi Upsilon held their Founder’s Day celebration in February. Due to a more strategic marketing attempt, the alumni turnout was more significant this year than in years past. The members wish to continue to grow the importance of this event and reconnect with alumni. The committee recommends that the chapter work with the Lehigh University Alumni Association to develop this program, send invitations, and assist with marketing.

• The committee commends the chapter on the transparency of the Treasurer’s Report and relationship with the Fraternity Management Association.

• The chapter continues to focus on Ritual and traditions that are important to Psi Upsilon. The chapter’s Doxology is sung before every meal as well as a song is sung at the beginning and end of each chapter meeting.

• The chapter includes “Symposia” at the end of each chapter meeting. This is a time where every brother has the opportunity to speak without any interruption. This can be a serious matter or a story that the brother wishes to share with the membership.

• Psi Upsilon incorporates good use of technology within their chapter communications. Google Groups and Documents are frequently used programs. Furthermore, the chapter’s website includes a forum for suggestions from active
members and alumni. This reduces the volume of email that members receive each day. The committee believes the chapter’s use of technology to be a best practice.

- The chapter has a calendar built into the new Psi Upsilon website. This calendar organizes events by type, is color coded to stress importance, and gives more information regarding the event.
- The chapter leadership, from time to time, will call abbreviated meetings outside of regularly scheduled meetings. These meetings, known as “hiccums,” allow the leadership to address a specific issue or concern that cannot wait until a regular chapter meeting.
- The committee expects the chapter to be able to provide a detailed explanation of their dues structure for active and new members, as well as articulate the reasoning behind their dues for 2012-13, and how this reasoning was explained to active members during the year as well as potential new members during the recruitment and new member education processes.
- As previously mentioned, Psi Upsilon is at the point organizationally that they should be planning years in advance. The committee believes the chapter has the organizational acumen, stakeholder support and values-based vision to be successful in long-term planning based on the mission of the Inter/National organization and positive traditions based at Lehigh.

Chapter Development Questions for 2012-13:

- How can Psi Upsilon use their successes and areas of challenge to create a long-term strategic plan for the organization?

In the area of Organizational Development, the committee rated Psi Upsilon to be a Gold Chapter.

Facilities Management

- The chapter has a large focus on environmental initiatives with a goal to reduce the environmental footprint while educating others on these concerns. To have a better understanding of the footprint they may be leaving on Lehigh’s campus, the chapter took a Green House Gas Inventory of the facility with assistance from a Sustainability Coordinator.
- The chapter was awarded third place during Energy Week for using the least amount of energy consumed per capita.
- Psi Upsilon holds weekly cleans on Sunday afternoons, which includes all areas of the facility. If the tasks are not completed in a satisfactory manner, the member will have to meet with the chapter’s Standards Board.
- The chapter faces no life safety violations.
- Psi Upsilon’s common damages for the fall 2011 semester were $71.44.
- Psi Upsilon’s common damages for the spring 2012 semester were $747.89.
- The chapter was granted permission to allow a pet dog reside within the facility. However, the chapter member was late on the pet’s registration renewal and was unable to be reached by Residential Services. The chapter should ensure that if they wish to keep a pet within the facility that all registration paperwork must be kept up to date and there must be clarity in communication between the chapter and Residential
Services. Furthermore, the pet caused significant damage to the facility. Chapter leadership may want to assess if it is appropriate to keep a pet in the facility if damages continue to occur.

- The chapter has two secondary life safety violations for evidence of smoking and covering emergency lights. The committee expects the chapter to address these challenges, as chapter members made decisions to create these violations.

Chapter Development Questions for 2012-13:

- How does Psi Upsilon continue to work with all facilities management stakeholders to ensure the chapter house is kept up to date with Lehigh standards, while maintaining the historical significance of the facility?

In the area of **Facilities Management**, the committee rated Psi Upsilon to be a **Gold Chapter**.

### Overall Rating

**Overall, Psi Upsilon has been rated a Gold chapter by the 2011-2012 Accreditation Committee.**

Psi Upsilon continues to be a chapter that represents the best aspects of Lehigh’s fraternity and sorority community. The challenges that Psi Upsilon faces are those that elite chapters must contend with in order to truly remain an organization that advances the mission and values of Lehigh University itself. The Accreditation committee believes that the chapter’s standing allows Psi Upsilon to be accredited based on the advanced accomplishments and practices put in place by the chapter over the past several years. As the standards for the chapter grow, so should Psi Upsilon’s ability to remain consistently in a place to handle such high standing.

The Accreditation committee assigns Psi Upsilon an overall rating of Gold, which is considered an exceptional level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating. Congratulations!

### Chapter Development Questions

- What does the process look like for Psi Upsilon to create an Intellectual Development educational series for chapter members based on a common theme?
- How can Psi Upsilon create intentional self-reflection opportunities for chapter members to relate leadership lessons back to the organization?
- How can Psi Upsilon assist in creating a recruitment environment that focuses on chapter accomplishments as opposed to social events?
- How can Psi Upsilon use their successes and areas of challenge to create a long-term strategic plan for the organization?
- How does Psi Upsilon continue to work with all facilities management stakeholders to ensure the chapter house is kept up to date with Lehigh standards, while maintaining the historical significance of the facility?
Best Practices

- The chapter requires that all brothers on academic and social probation spend one half hour per credit at a Lehigh library per week. Library hours are considered mandatory meetings for those not achieving academic standards. Members who do not attend library hours will not receive attendance points from the Academic Chair. The chapter should be commended on their tracking and reduction of those on academic probation. The committee considers this system of accountability a best practice.

- Psi Upsilon incorporates good use of technology within their chapter communications. Google Groups and Documents are frequently used programs. Furthermore, the chapter's website includes a forum for suggestions from active members and alumni. This reduces the volume of email that members receive each day. The committee believes the chapter's use of technology to be a best practice.