

## **CHI PHI**

### Accreditation Report

2014-2015

#### **Intellectual Development**

- Chi Phi was ranked seventh out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.06878, a decrease of .01958 from the spring 2014 semester. The 3.06878 GPA placed the chapter above the All Fraternity average.
- Chi Phi was ranked ninth out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.08053, an increase of .01175 from the fall 2014 semester. The 3.08053 GPA placed the chapter above the All Fraternity average.
- Chi Phi's fall 2014 new member class GPA was 3.43 ranking first out of 11 Interfraternity Council Chapters. The new member class GPA was 3.102 for spring 2015 ranking fourth out of 17 Interfraternity Council Chapters.
- Chi Phi had 17% of the chapter on the Dean's List in the fall 2014 semester and 17.2% on the Dean's List in the spring 2015 semester.
- Chi Phi's Briarfield Association sponsors a dinner for members who have earned a 3.0 semester GPA or higher, provides monetary incentives for those with the most improved and highest GPAs, and offers an award to the highest performing academic team. The Committee commends the chapter's alumni association for their continued support of academic success.
- Chi Phi identifies members of the chapter who have performed well in certain courses to serve as "Course Experts" and resources to academic teams. These members make themselves available to others for tutoring.
- Chi Phi employs an academic safety net system which identifies brothers that have earned below a 2.7 the previous semester. These brothers have varying levels of responsibilities to the Academic Chairman to ensure he improves and succeeds academically.
- Chi Phi engages in continuing member education. The chapter regularly uses their faculty advisor, Professor Kenneth Sinclair, for professional development workshops including internship searching, resume building, and presentation skills. Additionally members of the chapter were TIPS and CPR certified.
- The Committee commends the chapter on their year-round academic focus and ability to recruit academically successful new members.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter utilize bLUeprint or guided reflection questions to enhance the intellectual climate of the brotherhood?**

In the area of **Intellectual Development**, the Committee rated Chi Phi to be a **Silver Chapter**.

#### **Leadership Development**

- The chapter has continued to support leadership development among members by sending many men to a variety of national leadership conferences. Six brothers and five alumni attended National Congress, the President attended Alphas Academy, and two brothers attended the Regional Leadership Alliance. Members share information learned at conferences with the entire organization through officer reports or “pass the gavel” at chapter. The Committee commends the chapter on the commitment to leadership, and encourages the chapter to consider more ways to integrate the learning throughout the organization.
- The chapter hosted an executive board retreat for the second year after elections were held for new and old officers to share information as well as set goals. The committee considers this a best practice.
- The chapter had representation on the Interfraternity Council for the fall 2014 semester with a brother serving as the Education Chair.
- The chapter has members that are involved in several campus organizations, often serving in leadership capacities: Brotherhood Recruitment Officers, Orientation Leaders, University Productions, Club Sports, Latino Student Alliance, and the Investment Management Club.
- The chapter sent one member to the Northeast Greek Leadership Association conference in Hartford, CT.
- The Committee is pleased that the chapter has used the variety of resources available and hopes to see that continue. The Committee encourages the chapter to continue to be proactive both internally and within the Greek community as a model for other organizations.
- The chapter is active in Inter/National leadership opportunities. Erik Thomas proposed a committee that would support headquarters and chapter relations which was accepted. He currently sits as an active member representative.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter create a more formalized leadership turnover plan to create rich resources and a more engaging transition for every officer?**

In the area of **Leadership Development**, the Committee rated Chi Phi to be a **Silver Chapter**.

#### **Community Development**

- The chapter hosted “A Haunt on the Hill” which had over 200 guests walk through the facility. After completing the tour, guests could purchase refreshments or donate. Chi Phi raised over \$200 for the Diabetes Center at the Lehigh Valley Hospital.
- The chapter participates in a variety of annual service and philanthropic opportunities including Adopt-a-Family, Homework Club dinners, Weekend Snack Bags, Spring Fling, and Relay for Life. Additionally brothers also support other campus organization’s community events such as Frattle of the Bands, Take Back the Night, and Delta Chi’s 5K.
- The chapter has zero Code of Conduct violations for the 2014-15 year. In the wake of the alcohol violation from 2013, the Committee commends the chapter on continuing to implement proper risk management protocol. The alcohol

reintroduction plan was executed well and the new bartender, doormen, and designated driver roles are important additions.

- The chapter worked to build a positive relationship with the Lehigh University Police Department, hosting Sgt. Christopher Houtz at the house for an alcohol education program.
- The chapter visited the Alpha Delta Chapter at Penn State University in the fall of 2014 in an effort to build greater national bonds and exchange ideas. One Lehigh Chi Phi brother returned in the spring 2015 to participate in the Alpha Delta chartering ceremony.
- The chapter continues to assist the Rho chapter at Lafayette College by sharing new member education practices as well as participating in initiation.
- The chapter revised its Standards Board in an effort to build transparency to the chapter members. The board was simplified and is fully functioning. The board incentivizes positive behavior by awarding points for good deeds and holds weekly meetings for individual brother accountability.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter increase the value of diversity among its members by building partnerships and capitalizing on existing relationships with non-Greek organizations?**

In the area of **Community Development**, the Committee rated Chi Phi to be a **Silver Chapter**.

#### **Organizational Development**

- Chi Phi continues to have a strong relationship with their alumni, the Briarfield Association. The Briarfield hosted two meetings, the Active/Alumni Realignment retreat as well as a holiday party which was part of the chapter's alcohol reintroduction plan. The committee commends the chapter for the on-going communication and collaboration and considers this a best practice.
- The chapter hosted two staff members from Inter/National Headquarters to further evaluate the implementation of risk management policies in the fall of 2014. The visit was productive and assisted several officers in executing and improving risk management strategies.
- The chapter revised their committee system from standing to ad hoc committees. The added flexibility has increased the productivity of the committees as well as motivation. Recruitment continues to be a standing committee and the chapter hopes to replicate its success among the ad hoc committees in engaging brothers.
- The chapter revised their bylaws, seeking to simplify. Brothers from all classes were involved in the revision and the newly written bylaws were published to the chapter Facebook page, allowing members to find them easily. The committee considers this a best practice.
- The chapter uses technology to inform and communicate with its members. Their website has been edited; a new Facebook calendar is used for scheduling, and the app "Wiggio" is used for mobile communication.

- The chapter executed a well-thought out alcohol reintroduction integrating various different stakeholders: Lehigh University Police, Office of Fraternity & Sorority Affairs staff, parents, alumni, and students. A parents' dinner was hosted during family weekend and an alumni-active holiday party was held in December, both of which went very smoothly.
- The chapter continues to use a highly organized house points system for room selection which also works in conjunction with their standards points system.
- The committee commends the chapter on its financial recovery from the FMA crisis and is pleased that the chapter is operating fiscally responsibly.
- Chi Phi continues to use an organized recruitment strategy utilizing multiple layers of leadership (Recruitment Chair, Recruitment Chair Elect, and Recruitment Captains) to create an intimate experience for potential new members. With the introduction of the new Interfraternity recruitment plan this year, the chapter adapted their process well and stayed true to the values they seek in future members.
- The committee commends the chapter on the robust review and vetting of the revised three week New Member Education process and the continued involvement of alumni. The committee encourages the chapter to continue to evaluate the new member education plan annually to prevent negative cultural changes.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter use the lessons learned from changes in the recruitment and new member education processes to further reflect on and refine both areas?**

In the area of **Organizational Development**, the Committee rated Chi Phi to be a **Gold Chapter**.

#### **Facilities Management**

- Chi Phi's common damages for 2014-15 was \$716.01.
- Chi Phi met the 90% occupancy standard both fall 2014 and spring 2015.
- The chapter mandates waits and cleans and utilizes a house points system to dictate the order of room selections. Cleans are performed in teams. Those with low house points must complete more house duties and those with high house points receive fewer duties.
- Chi Phi had a minor life safety violation for an open security screen.
- The chapter set off the fire alarm with candles during a ritual ceremony. While the Committee commends the chapter for performing ritual, the Committee recommends the chapter purchase flameless candles.
- The chapter uses reusable china and silverware in an effort to be eco-friendlier.
- The chapter currently has several house improvement projects including a basement exercise area, kitchen organizational rack, greaseless fryer, and new curtains for the first floor.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter establish a relationship with Residential Services that better allows the membership to understand residential policies and protocols?**

In the area of **Facilities Management**, the Committee rated Chi Phi to be a **Silver Chapter**.

### **Overall Rating**

**Overall, Chi Phi has been rated a Silver chapter by the 2014-2015 Accreditation Committee.**

Chi Phi has shown improvement across multiple areas over the course of the year. The chapter has demonstrated these improvements through member accountability, a commitment to leadership, and revisions of necessary processes. The chapter has also been building positive relationships with various stakeholders and utilizing them as resources: the Briarfield Association, the Office of Fraternity & Sorority Affairs, Inter/National headquarters, and the Lehigh University Police Department. The Committee believes that Chi Phi is moving in the right direction and hopes that they continue to challenge themselves in the future to be proactive and act as a model for other organizations.

**The Accreditation committee assigns Chi Phi an overall rating of Silver, which is considered a high level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.**

### **Chapter Development Questions**

- How can the chapter utilize bLUeprint or guided reflection questions to enhance the intellectual climate of the brotherhood?
- How can the chapter create a more formalized leadership turnover plan to create a more engaging transition for every officer?
- How can the chapter increase the value of diversity among its members by building partnerships and capitalizing on existing relationships with non-Greek organizations?
- How can the chapter use the lessons learned from changes in the recruitment and new member education processes to further reflect on and refine both areas?
- How can the chapter continue to implement eco-friendly practices into the facility and model for other organizations on the hill?

### **Best Practices**

- The chapter hosted an executive board retreat for the second year after elections were held for new and old officers to share information as well as set goals. The committee considers this a best practice.
- Chi Phi continues to have a strong relationship with their alumni, the Briarfield Association. The Briarfield hosted two meetings, the Active/Alumni Realignment retreat as well as a holiday part which was part of the chapter's alcohol reintroduction plan. The committee commends the chapter for the on-going communication and collaboration and considers this a best practice.
- The chapter revised their bylaws, seeking to simplify. Brothers from all classes were involved in the revision and the newly written bylaws were published to the chapter

Facebook page allowing members to find them easily. The committee considers this a best practice.