

## CHI PSI

### Accreditation Report

2014-2015

#### Intellectual Development

- Chi Psi was ranked 16<sup>th</sup> out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 2.79925, an increase of .05121 from the spring 2014 semester. The 2.79925 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi was ranked 17<sup>th</sup> out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 2.83787, an increase of .03862 from the fall 2014 semester. The 2.83787 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi's fall 2014 new member class GPA was 2.69 ranking eighth out of 11 Interfraternity Council Chapters. The new member class GPA was 2.911 for spring 2015 ranking eighth out of 17 Interfraternity Council Chapters.
- Chi Psi 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.
- The Committee commends the five members named to the 2014 Patriot League Football Academic Honor Roll.
- Chi Psi provides a number of monetary awards each semester for those members with the most improved or highest GPAs by college and overall. Award recipients were also treated to dinner at a local favorite restaurant. The Committee commends the chapter for recognizing academic excellence.
- Chi Psi has adjusted its written scholarship plan in an effort to improve GPA performance. The chapter has a record of poor academic performance and, despite efforts, there has been minimal movement in the right direction and zero sense of urgency. The Committee is not impressed with the chapter's effort and urges the chapter rethink its influence and role in fostering a commitment to success in the classroom.
- Chi Psi incorporated an academic focus into its new member education plan and provided study hall, tutoring, and mentorship.
- The Committee recommends that the chapter weigh potential new members' GPA information during recruitment and consider dismissing those recruits not meeting minimum academic standards.
- Chi Psi expanded upon its Wounded Warrior Project philanthropy effort and invited former U.S. Marine Chad Christman to speak at a Lodge meeting. Chapter members learned about the project alongside Christman's experiences and adjustment to civilian life following military service. The Committee commends the chapter for this effort and encourages the chapter to incorporate this type of intellectual programming more often.
- The Committee is not convinced that the chapter is regularly taking advantage of faculty and staff resources. Additionally, the chapter has utilized its faculty advisor Carolina Hernandez minimally.
- Chi Psi encourages its members to attend various lectures and guest speakers to foster an environment of learning. The Committee commends the chapter for growing this effort to include Brother Sharing, a report back and reflection segment during

Lodge meetings. The Committee believes there exists additional opportunities to grow this effort.

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

- **How can Chi Psi continue to provide space for all chapter members to reflect upon Intellectual Development opportunities?**

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

#### **Leadership Development**

- Chapter members attended the 174th Chi Psi Convention, The Spencer Institute, the Northeast Regional Conference, and the Mid-Year Leadership Retreat. Each experience provides attendees with valuable resources emphasizing leadership development, officer training, and strategic planning among other things.
- The Committee believes conference attendees are implementing information gathered during Intern/National officer programs and leadership experiences so as to move the chapter forward. The Committee commends chapter leadership for its efforts to infuse new ideas into the organization.
- Chapter members are involved in a number of campus organizations, clubs, and athletics and regularly participate in ROTC, Varsity Football, Student Athlete Council, Leadership Legacies, and more.
- Chi Psi members Timothy Newton and Isaiah Campbell served as Varsity Football captains. The Committee commends these two for role modeling leadership within the fraternity and on the field.
- The Committee is impressed with the chapter's recent ability to articulate the ways that chapter leadership and athletics leadership transcend the experiences of members whom participate in Chi Psi and Varsity Football. This is a valuable opportunity that the chapter had not previously taken advantage of and the Committee urges the chapter to continually reflect upon these experiences and how to best to blend the two together.
- Chi Psi adjusted its election cycle to align with the calendar year and the chapter transitioned nicely through this change. The Committee commends the chapter for following through on this goal and looks forward to improved operations as a result.
- Chi Psi adjusted its new member education plan to include educational components and leadership development opportunities. Additionally, the Committee is impressed by the chapter's ability to identify young leadership and groom these members for future roles and responsibilities.
- Chi Psi recognized flaws in its Understudy Program and ultimately chose to eliminate the program altogether. While the Committee agrees with the decision and rationale, the Committee recommends that the chapter look for other opportunities to incorporate mentorship and coaching.
- The Committee applauds the chapter for employing the assistance of Accreditation liaisons to involve the larger chapter in the Accreditation process. The Committee was impressed by audience participation during the presentation portion of this annual review process.

### Chapter Development Question for 2015-16:

- **How are Chi Psi members continually bringing together the perspectives of fraternity leadership and athletics leadership?**

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

### Community Development

- The chapter maintained its community service plan, requiring all members to complete six hours of service per semester, and this plan is structured in a way that meets the needs and availability of members. The chapter adjusted the plan's accountability method and the Committee commends the chapter for its increased philanthropic and community service involvement.
- The chapter hosted a 3v3 basketball tournament benefitting the Autism Foundation of New Jersey. Event turnout was low due to poor weather; therefore, the chapter explored other fundraising ideas and arranged to keep the Goose open late. The Committee applauds the chapter for its resolve and commitment to supporting an organization close to a member's heart.
- The chapter fulfilled its goal to host a 5k race benefitting the Wounded Warrior Project. Throughout this experience, chapter members learned the value of delegation, collaboration, and preparation. The Committee is pleased with the initial results of this large philanthropic undertaking.
- Chapter members participated in a number of service and philanthropic endeavors including Relay for Life, Adopt-a-Family, Reading Rocks, COACH, and Dance Marathon.
- The chapter supports other Greek organizations' philanthropic efforts and members have participated in Delta Upsilon's Huntington's Disease Charity Walk and Alpha Chi Omega's Dodgeball Tournament.
- Chi Psi hosted three alumni tailgates and cocktail parties. The chapter also engages its alumni base via monthly newsletters and is developing an alumni database.
- The chapter has made strides in strengthening relationships with alumni, including non-Beta Delta alumni such as David Bretl. It is evident that the chapter values the advice and commitment of alumni and the Committee encourages the chapter to further seek out those willing to serve in mentor capacities.
- The Committee recommends that the chapter think through courtesy when working with alumni. On more than one occasion, the chapter failed to notify alumni volunteers regarding meeting cancellations.
- Chi Psi identified its standards board as defunct and reconstructed the board in order to hold members accountable. The board convened to address an officer's failure to fulfil job responsibilities as well as to identify and sanction the culprits of a food fight. The Committee commends the chapter of adjudicated members' missteps and recommends that the chapter further grow this practice to ensure accountability is valued and sustained.
- The chapter was found responsible for violations of the Code of Conduct regarding an unregistered party and irresponsible distribution of alcohol in fall 2014. The chapter was placed on social probation through December 2014 and disciplinary

probation through May 2015 and was charged with a major life safety violation as well.

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

- **How can Chi Phi continue to widen the base of alumni assisting with chapter operations?**

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

#### **Organizational Development**

- Chi Psi utilizes Greek Capital Management to oversee its chapter finances and the Committee commends the chapter for its ability to manage finances in house successfully.
- The chapter modified its points system in an effort to promote shared responsibility across all members, better distribute leadership responsibilities, and address issues of “top heavy” leadership. The Committee recommends that the chapter assess and evaluate the new changes to ensure effectiveness.
- The Committee commends the chapter for adjusting its election cycle to coincide with the calendar year and recommends that the chapter incorporate a detailed officer transition process to better prepare incoming officers for their respective roles.
- The Committee understands that the chapter must navigate scheduling conflicts given heavy involvement with athletics, but is concerned that team schedules dictate too often and fraternity operations suffer as a result. The Committee urges the chapter to better manage and anticipate schedule conflicts so that fraternity operations can carry on with little difficulty. The Committee also recommends that the chapter identify a consistent meeting structure to execute chapter business effectively.
- Chi Psi’s leadership participated in an Alpha Management Retreat facilitated by alumnus David Bretl. This experience was a critical turning point for the organization and chapter leadership self-identified organizational strengths and weaknesses as well as recognized “top heavy” leadership lacking hierarchy. The Committee commends the chapter for its participation in this retreat and encourages the chapter to capitalize on the momentum generated from this experience to follow through on all retreat goals.
- Chi Psi leadership developed and implemented a new leadership organizational chart following the Alpha Management Retreat. Notable changes included reclassifying and building up under-utilized positions and introducing additional positions to lessening the responsibilities of the President and Treasurer. The Committee believes that roles and responsibilities in practice are moving closer to mirroring what they look like on paper. Furthermore, the Committee commends that chapter for these organizational changes.
- Chi Psi complied with the Interfraternity Council’s new recruitment policies and attempted to reach out to a broader pool of potential new members than in years past yielding minimal results. The chapter is beginning to recognize that the current model of recruitment is not sustainable and the Committee urges the chapter to seek out additional opportunities to attract a diverse pool of recruits.

- The Committee cannot stress enough the need to continually utilize resources available to the chapter such as the faculty advisor and Accreditation liaison to better understand University expectations, requirements, and policies and procedures. It is the responsibility of the chapter to reach out to and take advantage of these resources and partnerships as well.

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

- **How can the chapter ensure the sustainability of recent organizational and structural changes?**

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

**Facilities Management**

- Chi Psi's common damages for 2014-15 was \$362.82.
- Chi Psi failed Occupancy for the third consecutive time in fall 2014 and met the 90% threshold for Occupancy in January 2015. The Committee recommends that the chapter hold all members accountable to the newly adopted two-year live-in agreement as a means to resolve the ongoing Occupancy dilemma that the chapter has plagued the chapter for some time.
- Chi Psi passed fall and spring life safety inspections with some issues. Six residents were charged with minor life safety violations when staff discovered a number of disabled door closers and door hangers.
- Chi Psi was charged with a major life safety violation in the fall semester. A couch was found blocking a fire exit during an unregistered party.
- Chi Psi passed fire drills with zero violations.
- Chi Psi managed openings and closings well. Five students did not vacate the facility in a timely manner during spring closing.
- Chapter members participate in cleans and daily waits.
- The Committee is displeased with the overall lack of respect for the facility. On multiple occasions, the facility was found damaged and unclean. The Committee commends the chapter for holding those culprits responsible, and urges the chapter to think through repeated lapses in judgement and missteps in order to eliminate disrespectful behaviors and cultivate a sense of respect and courtesy within the facility.

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

- **How can the chapter ensure that all understand and role model membership expectations stated in the newly adopted live-in agreement?**

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

**Overall Rating**

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

Chi Psi showed marked improvement in many different areas this year. Most notably, the chapter displayed increased acumen in both the self-reflective aspects of Accreditation, as well as in Organizational Development. However, the Committee continues to be concerned about the chapter, as consistency from year to year must be developed. The chapter is learning to own and celebrate their role on campus as athletes. Now Chi Psi must embrace putting consistent practices in place, and ensuring that these practices are supported and utilized from year to year.

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

### **Chapter Development Questions**

- How can Chi Psi continue to develop the opportunities for all chapter members to reflect upon Intellectual Development opportunities?
- How are Chi Psi members continually bringing together the perspectives of fraternity leadership and athletics leadership?
- How can Chi Phi continue to widen the base of alumni assisting with chapter operations?
- How can the chapter ensure the sustainability of recent organizational and structural changes?
- How can the chapter ensure that all understand and role model membership expectations stated in the newly adopted live-in agreement?