

PHI SIGMA KAPPA

Accreditation Report

2014-2015

Intellectual Development

- Phi Sigma Kappa was ranked 12th out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 2.97125, a decrease of .20136 from the spring 2014 semester. The 2.97125 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Sigma Kappa was ranked seventh out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.10576, an increase of .13451 from the fall 2014 semester. The 3.10576 GPA placed the chapter above the All Fraternity average.
- Phi Sigma Kappa's fall 2014 new member class GPA was 2.646 ranking 10th out of 11 Interfraternity Council Chapters. The new member class GPA was 2.685 for spring 2015 ranking 13th out of 17 Interfraternity Council Chapters.
- Phi Sigma Kappa had 18.8% of the chapter on the Dean's List in the fall 2014 semester and 27.1% on the Dean's List in the spring 2015 semester.
- The chapter adjusted their scholarship plan by implementing a new accountability program to help brothers in academic need. Instead of a single tier, a three-tiered support program, which provides varying level of assistance within the chapter and utilizes campus resources such as the Center for Academic Success, is in place. The Committee commends the chapter for moving quickly to address the drop in GPA.
- The chapter began a new advising and mentorship program to stimulate scholarship. The advising network for students in a particular major is headed by the brother with the most experience in their major. The mentorship network is headed by the academic head of the same major. This member is in charge of creating an academic support network for brothers if needed.
- Phi Sigma Kappa and Kappa Alpha Theta continued their semi-annual scholarship dinners which recognizes members with distinguished academic honors. A professor also attends and provides remarks about professional and intellectual development.
- The chapter hosted a registration dinner and invited potential new members to attend. Brothers assisted potential new members to prepare class schedules and gave advice on courses.
- The chapter increased the number of scholarship events by hosting two informal seminar dinners with Lehigh faculty members. Dr. Glover and Professor Haller both participated.
- The chapter focused on career development and created a Career Services Liaison role that works closely with the Lehigh office to update the chapter on fairs, workshops, interviews and internship opportunities. The Committee commends the chapter on their growth in the area of professional development and considers the new liaison position a best practice.

Chapter Development Question for 2015-16:

- **How can the chapter continue to refine the new academic plan to ensure scholarship consistency among members each semester?**

In the area of **Intellectual Development**, the Committee rated Phi Sigma Kappa to be a **Gold Chapter**.

Leadership Development

- The chapter had a member serve as the 2014-15 Interfraternity Council President and also has another member serving as the 2015-16 Interfraternity Council President.
- Phi Sigma Kappa members are involved in a variety of clubs and organizations, holding a total of 24 leadership positions across campus. In an effort to educate the chapter about individual member involvement, brothers give brief presentations about their campus engagement during chapter meetings. The Committee commends the chapter on this reflection exercise.
- The chapter created a Chairman Board which includes six Vice Presidents and corresponding committees with the goal to engage more members in leadership capacities. The committees are self-selected so that members may choose to participate in areas of Phi Sigma Kappa that they are passionate about.
- The Committee commends the chapter on their work with the Leadership Consultants throughout the year. The new member leadership series is a great result of the collaboration with the Office of Student Leadership Development.
- Phi Sigma Kappa revised its' leadership structure and will be implementing it beginning in the fall 2015 semester. The goal is to increase accountability, delegation, and communication.
- Phi Sigma Kappa sent four brothers to the Shonk Leadership School, the organization's national leadership academy and one brother attended the Northeast Greek Leadership Association conference. Six members attended the Regional Conclave in Albany, NY.
- The Committee commends the chapter on their utilization of bLUeprint via their Accreditation Liaison, Taran Cardone. The chapter developed an organizational bLUeprint as well as committee task agendas that integrated bLUeprint and the national "Vision for Change."

Chapter Development Question for 2015-16:

- **How can Phi Sigma Kappa better externalize how leaders are developed within the chapter to demonstrate their leadership progress to the Greek Community?**

In the area of **Leadership Development**, the Committee rated Phi Sigma Kappa to be a **Gold Chapter**.

Community Development

- Phi Sigma Kappa set a goal to sponsor a Special Olympian for the 2015 games which required raising \$2,500. The chapter met their goal through several

philanthropy events including Dunk Your Professor, Polar Bear Plunge and Valentine's Day Rose sale. The Special Olympics is their national philanthropy.

- The Committee commends the chapter on their focus to build and strengthen a few quality partnerships instead of partnering with a large quantity of organizations. The creation of the Partnerships Chair position which analyzed the reason behind collaborations as well as ensuring participation from members across class years demonstrates both thoughtfulness and intentionality.
- The chapter participated in several other Greek organizations' philanthropic and community service events.
- The chapter increased their community service hour require from five hours per year to four hours per semester and accumulated approximately 320 service hours.
- The chapter partnered with Break the Silence and offered a self-defense class in addition to hosting the Director of Gender Violence Education and Support for a chapter discussion.
- Phi Sigma Kappa has implemented its first Alcohol Education and Responsibility Initiative (AERI). This initiative looks to hold Phi Sigma Kappa's members to the highest standard of learning and implementing alcohol safety.
- The chapter began two new initiatives: Reach Out Program and Gender and Diversity Inclusion plan. Reach Out redefines the chapter's responsibility in the region and local Greek communities, offering support and help to other Phi Sigma Kappa chapters, as well as newly recognized organizations at Lehigh. The Gender and Diversity Inclusion plan looks to sustain the principles of our equitable community.
- Phi Sigma Kappa was found responsible for hosting a recruitment event with alcohol in which an underage student was served and later cited in his residence hall. The sanctions imposed in this case were less severe than they might have been because the Chapter leadership provided the Office of Student Conduct with an accurate internal investigative report and took responsibility for its actions.

Chapter Development Question for 2015-16:

- **How can the chapter use their partnerships model to educate the campus community about intentional collaboration?**

In the area of **Community Development**, the Committee rated Phi Sigma Kappa to be a **Gold Chapter**.

Organizational Development

- The chapter focused on improving internal communications which resulted in an announcement GroupMe, member surveys using Survey Monkey, and dedicated time during chapter meetings for relevant topics.
- The chapter focused on year-round recruitment this year. By incorporating potential new members into chapter activities early and often, they successfully took a fall new member class of eight and spring class of 11. The Committee considers their recruitment advocacy program a best practice.
- The Committee commends the chapter on using the 2013-14 Accreditation development questions in addition to bLUeprint in planning their efforts for 2014-15 as well as their presentation.

- Phi Sigma Kappa implemented a new house points system. Minimum standards for participation can be reached by extracurricular pursuits or participation in philanthropy, service, scholarship, recruitment, and brotherhood events. The points system utilizes both positive and negative reinforcement to motivate brothers.
- The chapter uses a “Crisis Mitigation Response Program” modeled off of a similar policy from Alpha Omicron Pi. The program outlines in detail the response each brother should take in a variety of situations concerning danger to our brothers and our guests.
- The Committee commends the chapter on using their formal as an incentive for positive behavior throughout the year. Using the formal as a reward and not a right of membership is considered a best practice.
- The chapter had two members become Ritual Certified by completing a proficiency exam offered by the Grand Chapter of Phi Sigma Kappa at the national conference, an improvement from the 2013-14 year. This is part of an overt effort to foster an environment within the chapter that is values-centered and holds Ritual in high esteem.
- The chapter has a fully functioning standards board that adjudicated 13 violations during the 2014-15 year. Violations are submitted anonymously and securely online via a private survey. In an effort to educate members, the Board presents a summary of each case at weekly chapter meetings which includes a brief description of the violation, the cardinal principle it violated, the chosen solution, and how it is intended to prevent a future repeat violation.

Chapter Development Question for 2015-16:

- **How can the chapter work to make sure that their processes are rooted into a strategic plan for the organization?**

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

Facilities Management

- Phi Sigma Kappa had no common damages for 2014-15.
- The chapter had zero life safety violations.
- The chapter created the Maintenance Team which is a group of brothers that address small damages or repairs within the facility. This is meant to extend the life of the furniture within the house as well as keep the house in living condition.
- Phi Sigma Kappa created a Facilities Committee which includes the Vice President of Facilities, Head Waiter, Technology Chair and Green Chair. The goal in creating the new committee is to increase the involvement of brothers in a traditionally overlooked area of operations.
- The chapter uses a house duty system for waits and cleans which is shared with members via an excel spreadsheet. Brothers who fail to complete their duty are fined ten dollars which goes towards recruitment or house improvements.
- The chapter renewed their partnership with Lehigh’s Eco-Reps which resulted in a light bulb swap initiative for on and off-campus brothers as well as a “last cup challenge” to reduce plastic cup waste.

- The chapter reengaged with the Greek Sustainability program and is drafting a sustainability plan which includes a waste audit, new recycling system, and discussions around energy and water conservation.
- Phi Sigma Kappa consistently meets the 90% occupancy standard, at 95% occupancy in the fall 2014 semester and 100% in the spring 2015 semester.

Chapter Development Question for 2015-16:

- **How can members of the Facilities committee and Maintenance Team continue to reflect upon the importance of residential operations and management in overall chapter development?**

In the area of **Facilities Management**, the Committee rated Phi Sigma Kappa to be a **Gold Chapter**.

Overall Rating

Overall, Phi Sigma Kappa has been rated a Gold chapter by the 2014-2015 Accreditation Committee.

Phi Sigma Kappa has been very intentional about their work over the course of the past year. The chapter made changes in response to their decline in GPA, promoted leadership through additional engagement opportunities for members, and created a Partnerships Chair to analyze and develop strategic partnerships across campus. The Committee commends the chapter for utilizing Accreditation chapter development questions as well as bLUeprint for chapter planning and hopes to see these practices continue in a long-term strategic plan.

The Accreditation committee assigns Phi Sigma Kappa 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

- How can the chapter continue to refine the new academic plan to ensure scholarship consistency among members each semester?
- How can Phi Sigma Kappa better externalize how leaders are developed within the chapter to demonstrate their leadership progress to the Greek Community?
- How can the chapter use their partnerships model to educate the campus community about intentional collaboration?
- How can the chapter work to make sure that their processes are rooted into a strategic plan for the organization?
- How can members of the Facilities Committee and Maintenance Team continue to reflect upon the importance of residential operations and management in overall chapter development?

Best Practices

- The chapter focused on career development and created a Career Services Liaison role that works closely with the Lehigh office to update the chapter on fairs, workshops, interviews and internship opportunities. The Committee commends the

chapter on their growth in the area professional development and considers the new liaison position a best practice.

- The chapter focused on year-round recruitment this year. By incorporating potential new members into chapter activities early and often, they successfully took a fall new member class of eight and spring class of 11. The committee considers their recruitment advocacy program a best practice.
- The Committee commends the chapter on using their formal as an incentive for positive behavior throughout the year. Using the formal as a reward and not a right of membership is considered a best practice.