

## **CHI PHI**

### **Accreditation Report**

2015-2016

#### **Intellectual Development**

- Chi Phi was ranked 10<sup>th</sup> out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.0272, a decrease of .05333 from the spring 2015 semester. The 3.0272 GPA placed the chapter above the All Fraternity average.
- Chi Phi was ranked 10<sup>th</sup> out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.08364, an increase of .05644 from the fall 2015 semester. The 3.08364 GPA placed the chapter above the All Fraternity average.
- Chi Phi's fall 2015 new member class GPA was 2.91 ranking fourth out of 12 Interfraternity Council Chapters. The new member class GPA was 2.834 for spring 2016 ranking 11<sup>th</sup> out of 17 Interfraternity Council Chapters.
- Chi Phi had 17.3% of the chapter on the Dean's List in the fall 2015 semester and 16.7% on the Dean's List in the spring 2016 semester.
- The chapter places all members into academic teams of 3-4 that compete for the highest GPA. Each member on the team with the highest GPA receives \$50 sponsored by the Briarfield Association.
- Chi Phi's Briarfield Association continues to sponsor a dinner for members who have earned a 3.0 semester GPA or higher.
- The Chapter continues the use of "Course Experts" in which brothers that receive an A or A- in a class offer academic assistance on that subject.
- Chi Phi continues to employ 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.
- The Committee is concerned about the inconsistency in the chapter's GPA as well as the lack of utilization of campus resources. The Committee recommends that the chapter create a structured academic plan that can enhance the scholastic climate of the chapter and address performance issues.

#### **Chapter Development Question for 2016-17:**

- **How can Chi Phi use larger community resources to develop a formal Intellectual Development program, which includes both academic and broad intellectual dialogue and experiences?**

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

#### **Leadership Development**

- The Chapter has continued to support leadership development among members by sending men to national leadership conferences: the President attended Alphas Academy and two brothers attended the Regional Leadership Alliance. However, the

Committee does not believe these experiences are being shared with the chapter and recommends that the chapter address this issue.

- The chapter sent two men to Chi Phi's College of Excellence, both of which were dismissed from the program due to poor behavior. This is not only embarrassing for the chapter, but also negatively impacts the reputation of Lehigh.
- Chi Phi's national executive board includes two men from the Briarfield Association and one undergraduate member from the Psi chapter.
- The Chapter had one member serve on the 2015-2016 Interfraternity Council Executive board as the Campus Relations Chair.
- The Chapter adjusted election timelines so that executive board members serve for the academic year instead of the calendar year. The Committee has serious concerns about how this will impact senior engagement in the chapter.
- The chapter hosted their third executive board retreat, and four executive board members returned for the spring 2016 semester.
- The chapter has members that are involved in several campus organizations, often serving in leadership capacities: Prelusion Leaders, Club Sports, Student Senate, Residence Hall Association, and Associate of Student Alumni.
- The Committee recommends that the chapter address member engagement in the coming year. Members appear to be self-focused and do not identify with the larger chapter mission and goals.

#### **Chapter Development Question for 2016-17:**

- **How does the chapter cultivate and document a plan for transition, continuing education, continuing leadership development in the coming year?**

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

#### **Community Development**

- The chapter hosted their second annual "A Haunt on the Hill" which raised \$350 donated to Helwif and the Diabetes Center at Lehigh Valley.
- The chapter continued participation in a variety of annual service and philanthropic opportunities including Adopt-a-Family, Homework Club dinners, Weekend Snack Bags, CSO Spring Fling, and Dance Marathon. Additionally brothers also support other campus organization's community events such as Frattle of the Bands, Slut Walk, and Alpha Phi's Phiesta Bowl.
- The Committee is disappointed with the lack of philanthropic engagement and education with their national initiative, the Boys and Girls Club.
- The Chapter was found responsible for two conduct violations in the 2015-16 year. The first was for irresponsible distribution of alcohol, however it was determined that while there were risk management strategies being implemented at the event, the risk manager did not follow protocol exactly and therefore at least one underage student was able to consume multiple beers. The second was respect for property because of gross disregard for the facility cleanliness. Chi Phi has implemented a new plan regarding house duties specifically related to cleaning.

- The chapter piloted potential social policy changes. Overall, the event was successfully managed and followed proper risk management protocol. However, the Interfraternity Judicial Committee recommends that the chapter host an educational program in regards to prevention strategies.
- The chapter is in a perpetual state of reaction spending the majority of their time cleaning up messes, both literally and figuratively. It is crucial that the chapter address issues proactively not only to avoid the negative consequences, but to free time that can be spent on chapter development.
- Chi Phi must clearly communicate expectations to all members, and individual members must be mindful and considerate of how their actions and poor behaviors impact the larger organization. There exists a limited sense of shared responsibility across the brotherhood, and the Committee recommends that the chapter further bolster its standards board to foster a sense of shared responsibility; adjudicate missteps; and promote a culture of accountability. There were several missed opportunities throughout the year for accountability using the Standards Board. This needs to be an area of focus in the coming year.

#### **Chapter Development Question for 2016-17:**

- **How can Chi Phi engage more meaningfully with the surrounding community -- Lehigh, Bethlehem, and globally?**

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

#### **Organizational Development**

- Chi Phi continues to engage with their alumni, the Briarfield Association. The Briarfield hosted two meetings (fall and spring) at the facility. Admittedly, both the undergraduates and Briarfield recognize the strain of the current relationship. The Committee wants to underscore the importance of the support and resources that the Briarfield provides and hopes that both parties will work to repair the relationship in the near future.
- The chapter hosted its third annual Active/Alumni Realignment retreat in which the Grand Alpha (National President) was in attendance.
- The chapter overhauled the committee system moving from standing committees to ad hoc committees. This allowed for committees to address specific needs (i.e. Parent and Family Weekend) and provided more engagement for members.
- The Committee recommends that the chapter work with other organizations to evaluate the effectiveness of their operations and identify resources that could increase efficiency.
- Chi Phi faced major challenges in regards to facility maintenance. Members routinely disrespected the house damaging furniture and leaving the kitchen in particularly bad shape. The chapter worked closely with Residential Services staff to develop an online cleaning resource that outlined specific duties and responsibilities for members and the chef. The Committee views this behavior as a lack of respect and engagement from members. If not addressed properly, this issue will continue to plague the chapter.

- The chapter utilized the three week new member education plan, but ran into issues regarding initiation. The lack of respect for Ritual raises concerns for the Committee. If members are not properly educated and initiated, the chapter will continue to experience challenges regarding respect and accountability.
- Chi Phi nationally does not provide a structured new member education program, but is currently building one. A member of the Briarfield Association and an undergraduate member are serving on the committee, and the plan should be unveiled in the summer of 2016.
- The chapter used house projects to address needs within the facility. When multiple chairs were broken and there was a lack of seating, members built benches to fix the problem. The Committee is pleased that this was a personal investment of time and resources; however, the disrespect for the facility cannot be ignored by simply building benches.
- Chi Phi added a second Recruitment Chair position this year, bringing the recruitment team to seven members. Without the pressures of meeting occupancy, the focus of recruitment this year was quality over quantity. The chapter extended 19 bids, with 15 students accepting, an acceptance rate of ~79%.
- The chapter hosted a brotherhood retreat to kick off the academic year. The retreat uses time to brainstorm around the topics of recruitment, risk management, new member education and alumni relations in the morning and allows for a bonding activity in the afternoon.
- The Committee finds that the chapter lacks programming that is intentional and meaningful, leaving a gap in continuing education and member development.
- Chi Phi's common damages for the year were \$33.00.

#### **Chapter Development Question for 2016-17:**

- **How does the chapter proactively build a community that demonstrates respect for one another, the organization and the facility?**

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

#### **Overall Rating**

**Overall, Chi Phi has been rated a Poor chapter by the 2015-2016 Accreditation Committee.**

Chi Phi had a tumultuous year and the Committee is greatly disappointed with the performance of the chapter. Brothers are not able to demonstrate any understanding of the organizational goals or mission and cannot articulate the value of their fraternity experience. The dramatic decline over a twelve month period is an indicator of problematic leadership and internal communication. Overall, individual members lack an investment in the chapter. Without this, the chapter will remain stagnant or more likely, deteriorate quickly. Chi Phi has several critical issues to address: member engagement and accountability, academic performance and facility maintenance in addition to repairing their relationship with the Briarfield Association. The chapter has one year to demonstrate significant improvement in each of these areas.

**The Accreditation committee assigns Chi Phi an overall rating of Poor. As a result of being a poor chapter, Chi Phi must meet in its entirety with their assigned Assistant**

**Director of Fraternity and Sorority Affairs and Alumni Advisor monthly to work towards improvement. A chapter that receives a rating of poor for two consecutive years loses recognition.**

#### **Chapter Development Questions**

- How can Chi Phi use larger community resources to develop a formal intellectual development program, which includes both academic and broad intellectual dialogue and experiences?
- How does the chapter cultivate and document a plan for transition, continuing education, continuing leadership development in the coming year?
- How can Chi Phi engage more meaningfully with the surrounding community -- Lehigh, Bethlehem, and globally?
- How does the chapter proactively build a community that demonstrates respect for one another, the organization and the facility?