

CHI PSI

Accreditation Report

2015-2016

Intellectual Development

- Chi Psi was ranked 17th out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 2.82167, a decrease of .0162 from the spring 2015 semester. The 2.82167 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi was ranked 15th out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 2.83043, an increase of .00876 from the fall 2015 semester. The 2.83043 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi's fall 2015 new member class GPA was 3.135 ranking third out of 12 Interfraternity Council Chapters. The new member class GPA was 2.655 for spring 2016 ranking 15th out of 17 Interfraternity Council Chapters.
- Chi Psi had 2.7% of the chapter on the Dean's List in the fall 2015 semester and 8.7% on the Dean's List in the spring 2016 semester.
- The Committee commends the seven members named to the 2015 Patriot League Football Academic Honor Roll by earning a 3.20 GPA or higher.
- Chi Psi provides a number of monetary awards each semester for those members with the most improved or highest GPAs by college and overall. The Committee commends the chapter for recognizing academic excellence; however, the Committee questions whether or not this is indeed a priority when the awards for spring 2015 and fall 2015 were not awarded until May 2016.
- Chi Psi continues to adjust its written scholarship plan in an effort to improve its record of poor academic performance. There seems to be some emphasis on academic excellence; however, the Committee finds the chapter is less proactive and action-oriented in addressing this ongoing concern beyond that of incorporating study hours, brother tutoring, and academic mentorship.
- The Committee urges the chapter rethink its influence and role in fostering a commitment to academic excellence, and urges the group to take advantage of academic support resources beyond the walls of the Lodge. The Committee recommends that members readily take advantage of resources provided by the Center for Academic Success as well as those provided by Katie Guynn, the Director of Student-Athlete Academic Services. Anything less will not generate the results the chapter is hoping to achieve.
- The Committee questions whether the chapter considered academic record when recruiting new members, and recommends that the chapter evaluate recruits' academic records prior to offering bids for membership. If the chapter intends to improve its academic performance, it must identify recruits that have a demonstrated record of performing successfully in the classroom.
- The chapter offers incentives to those members that attend intellectually-centered programs and discussions, and report back during a brother sharing portion of Lodge meetings. Only three individuals took advantage of this opportunity across the academic year, and the Committee believes there exists additional opportunities to grow this effort.

- Chi Psi does not currently have a faculty/staff advisor, and the Committee recommends that the chapter recruit such an advisor that can support the organization in reaching its academic and intellectual goals.

Chapter Development Question for 2016-17:

- **How can Chi Psi foster a commitment to academic excellence that meets individual needs and organization goals?**

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, 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 implement information gathered during officer programs and leadership experiences in an effort to move the chapter forward. The Committee commends the 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 Varsity Football, Student Athlete Council, Leadership Legacies, and Athlete Ally.
- Chi Psi members Matthew Laub and Stefan Sansone 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 how the fraternity and athletics experiences inform one another. The Committee recommends that the chapter further reflect upon the leadership lessons learned across the two experiences.
- The Committee commends Chi Psi for applying concepts from the Commitment Continuum frequently used by the Lehigh Athletics Department, and recommends that the chapter further apply these concepts to evaluate organizational and individual buy-in and build members' commitment within the fraternity. This has the potential to become a best practice and sweet spot for Chi Psi as its members further blend fraternity and athletics.
- The Committee is not convinced that the entire membership is involved in goal-setting and decision-making processes, and that a good portion of the membership are simply existent. The Committee encourages the chapter to further identify where members fall along the Commitment Continuum, and develop a plan of action to strengthen members' commitment to a place where they are compliant, committed, or compelled.
- The Committee recommends that the chapter look for additional opportunities to incorporate mentorship and coaching, especially across transitioning processes. It was evident that incoming officers were not prepared to assume their roles, and a more robust transition experience should be developed to ease the adjustment.

- Chi Psi adjusted its new member education plan to further focus on academics; however, the Committee has serious doubts as to whether the plan is executed as described in the approved new member education plan.

Chapter Development Question for 2016-17:

- **How can Chi Psi continue to embed and apply the Commitment Continuum across the fraternity experience ?**

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

Community Development

- Chi Psi delegates failed to regularly attend Interfraternity Council meetings in spring 2016. The IFC leadership stressed the importance of contributing to and engaging within the larger fraternity community, and the Committee would like to reiterate this message as well.
- 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.
- Chapter members participated in a number of service and philanthropic endeavors including Relay for Life, Adopt-a-Family, Reading Rocks, COACH, and Dance Marathon.
- Chi Psi hosted three philanthropic events, and proceeds benefitted the Autism Foundation New Jersey, Children's Hospital at Lehigh Valley Hospital, and Operation Homefront. The chapter elected to support each of these organizations in part because brothers' experiences and connections.
- Chi Psi organized its second-annual 5K race benefitting Operation Homefront. Previously, all proceeds were donated to the Wounded Warrior Project, and the chapter opted to not support this organization following scandal and mismanagement of funds. The Committee commends the chapter for identifying another organization that more fittingly provides assistance to veterans and their families.
- Chi Psi hosted two alumni tailgates and cocktail parties. The chapter also engages its alumni base via monthly newsletters.
- Chi Psi 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.
- Chi Psi was found responsible for Respect for Community and Respect for Others in connection to an assault motivated by retaliation in November 2015 and placed on disciplinary probation through May 2017. The Committee is disappointed in the chapter for tolerating violence and retaliation alongside failing to take a much more proactive approach to resolve this conflict with the Office of Student Conduct and Community Expectations.
- Chi Psi is required to complete a number of educational sanctions related to the November 2015 incident, and the Committee urges the chapter to do so in a timely

manner and by all required deadlines. The Committee looks forward to hearing about progress related to these sanctions, and learning more about how the chapter implements bystander intervention concepts and restoratively rebuilds community.

Chapter Development Question for 2016-17:

- **How can Chi Psi proactively contribute to the Lehigh community following the November 2015 incident in a manner that is restorative and repairs harm?**

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

Organizational Development

- The Committee recommends that Chi Psi more overtly utilize resources provided by the Office of Fraternity and Sorority Affairs as well as more readily take advantage of the chapter's alumni advisor. All are more than willing and ready to assist the chapter in meeting organizational goals and understanding University expectations, requirements, and policies.
- The Committee recommends that the chapter incorporate a detailed officer transition process to better prepare incoming officers for their respective roles. Chapter leadership cannot afford to navigate steep learning curves should they wish to move the chapter forward.
- Chi Psi is exploring opportunities to promote a culture of accountability, and the Committee recommends that the chapter incorporate additional incentives to reward members' positive contributions rather than solely focusing on punishments.
- 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 is beginning to recognize that the current model of recruitment is not sustainable, and the Committee urges the chapter to further seek out additional opportunities to attract a diverse pool of recruits. The chapter readily takes fall and spring new member classes in order to sustain membership.
- Chi Psi initially failed to complete TIPS training requirements, and only two members of the sophomore class participated in the training in fall 2015. The chapter later remedied this failure by securing an independent trainer in late March 2016.
- 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 anticipate schedule conflicts so that fraternity operations can carry on with limited interference. This is a repeat recommendation from previous years.
- Chi Psi failed Occupancy for the second consecutive time in spring 2016. The Committee recommends that the chapter hold all members accountable to the recently adopted two-year live-in agreement as a means to resolve the ongoing Occupancy dilemma that has plagued the chapter for some time.
- Chi Psi passed all life safety inspections and fire drills without issue.
- Chi Psi managed openings and closings relatively well. Three students did not vacate the facility in a timely manner during spring closing.

- The Committee would like to note that the submitted Accreditation report was much improved and better organized in comparison to years past.
- Chi Psi's common damages for the year were \$90.40.

Chapter Development Question for 2016-17:

- **How can the chapter apply the Commitment Continuum to identify root issues inhibiting success in organizational development?**

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

Overall Rating

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

Chi Psi has indicated that the chapter embodies a winning mentality, and members drive themselves and others to demand the absolute best. However, this is not evident across the fraternity experience, and the chapter markedly regressed while also tarnishing the fraternity's name and reputation within the community. The Committee continues to be concerned by the chapter's inconsistent record from year to year and limited sense of shared responsibility across the brotherhood. The chapter is beginning to articulate how the fraternity and athletics experiences inform one another, and the Committee recommends that the chapter further reflect upon the leadership lessons learned across the two experiences and how best to incorporate concepts from the Commitment Continuum. While this is a good first start, Chi Psi must establish sustainable and consistent practices and ensuring that these practices are supported and utilized from year to year.

The Accreditation Committee assigns Chi Psi an overall rating of Poor. As a result of being Poor, Chi Psi must meet in its entirety with their assigned Assistant Director of Fraternity and Sorority Affairs and Alumni Advisor regularly to work towards improvement. A chapter that receives a rating of poor for two consecutive years loses recognition.

Chapter Development Questions

- How can Chi Psi foster a commitment to academic excellence that meets individual needs and organization goals?
- How can Chi Psi continue to embed and apply the Commitment Continuum across the fraternity experience ?
- How can Chi Psi proactively contribute to the Lehigh community following the November 2015 incident in a manner that is restorative and repairs harm?
- How can the chapter apply the Commitment Continuum to identify root issues inhibiting success in organizational development?