

LAMBDA SIGMA UPSILON

Accreditation Report

2015-2016

Intellectual Development

- Lambda Sigma Upsilon was ranked third out of three Multicultural Greek Council fraternity chapters in the fall 2015 semester with a GPA of 1.6, a decrease of .13 from the spring 2015 semester. The 1.6 GPA placed the chapter below the All Fraternity and All Greek average.
- Lambda Sigma Upsilon was ranked first out of three Multicultural Greek Council fraternity chapters in the spring 2016 semester. Grades are not reported for chapters who have only one member per FERPA.
- Lambda Sigma Upsilon had 100% of the chapter on the Dean's List in the spring 2016 semester.
- The Committee sympathizes with individual members' circumstances, and commends members for their transparency and honesty when reflecting on academic challenges. However, repeat poor academic performance remains an ongoing problem despite members' persistence and resilience. It is imperative that members take advantage of academic resources in order to succeed academically and graduate.
- Lambda Sigma Upsilon has an academic plan, and components include logging study hours and tracking progress. The Committee believes this is an initial first start, but does not believe the plan meets members' individual needs. The Committee recommends that Lambda Sigma Upsilon partner with the Center for Academic Success, the Office of Fraternity and Sorority Affairs, and the Office of Multicultural Affairs to review the academic plan and ensure it is realistic, attainable, and sustainable.
- Lambda Sigma Upsilon promotes a culture of creative curiosity, and members readily engage in learning beyond the classroom by attending workshops and educational programs. This included time management and stress management workshops.

Chapter Development Question for 2016-17:

- **How does Lambda Sigma Upsilon create an academic success plan that can actually be utilized within the chapter?**

In the area of **Intellectual Development**, the Committee rated Lambda Sigma Upsilon to be a **Poor Chapter**.

Leadership Development

- The Committee commends Lambda Sigma Upsilon members for their significant cumulative leadership and involvement experiences during their tenure at Lehigh. Members are involved in a number of clubs and organizations, including Admissions Ambassadors, DanceFest, Latino Student Alliance, Men of Color Alliance, Pick-Up Soccer, and more. Members have also assumed positional leadership roles.

- The Committee is disappointed with the chapter's recent apathy regarding Multicultural Greek Council business, initiatives, and community-wide efforts. The chapter did not participate in the annual Greek Leaders Retreat, and this greatly inhibited the chapter's ability to further connect within the larger fraternity and sorority community as well.
- Lambda Sigma Upsilon members have maintained heavy involvement at national and regional levels, and members regularly attend regional retreats, national conventions, and other leadership seminars. Most recently this included supporting the Elegua Chapter at DePauw University.
- The Committee recommends that Lambda Sigma Upsilon consider how transferable skills gained within the chapter and across other areas of involvement inform one another. Such reflection will serve as a key component when considering sustainability of the organization.
- The Committee recommends that the chapter further consider how to best set up future members for success prior to them assuming leadership roles. The Committee is concerned by the current philosophy of simply learning by doing without significant coaching, mentorship, and transitional support.
- The chapter effectively utilizes staff, alumni, and other advisory resources to make informed decisions while keeping in mind the organization's future direction. The Committee commends the chapter on creating strong relationships with a variety of invested stakeholders, and considers this a successful organizational practice.

Chapter Development Question for 2016-17:

- **How can new members develop leadership skills before assuming leadership roles?**

In the area of **Leadership Development**, the Committee rated Lambda Sigma Upsilon to be a **Silver Chapter**.

Community Development

- The Committee is impressed by the chapter's commitment to service and volunteerism across the South Bethlehem community and surrounding area. Chapter members volunteered at the Caring Place, the Hispanic Center, New Bethany Ministries, and Broughal Middle School. The chapter also donated clothing, school supplies, and sporting equipment to local agencies in need.
- Lambda Sigma Upsilon supports its national philanthropy and organized HIV/AIDS Awareness Week. The chapter hosted Condom Bingo and tabled during World AIDS Day raising more than \$800 for the Live Safe campaign. The chapter also participated in AIDS walks in Philadelphia and New York City.
- Lambda Sigma Upsilon members maintain involvement with the Diversity Achievers Program while also serving as group leaders and hosts for prospective students visiting campus during Diversity Life Weekend. It is evident that members serve as role models and possess a strong capacity for mentorship for youth and underclass students of similar backgrounds.
- Lambda Sigma Upsilon participates in campus-wide initiatives and events, including Hispanic Heritage Month, International Bazaar, and Dancefest among others.

- Lambda Sigma Upsilon maintains close connections with Umán alumni as well as chapters within the Pennsylvania region. It is evident that these relationships are strong and provide a great sense of connection to the organization beyond the local chapter.
- The chapter has struggled to hold members accountable, especially in regards to meeting academic standards, and members must abide by inactive status restrictions when falling below minimum GPA requirements. The Committee recognizes the difficulty to stand firm on such decisions, and yet the Committee cannot stress the importance of prioritizing academic performance over fraternity involvement.

Chapter Development Question for 2016-17:

- **How are members utilizing the mission of Lambda Sigma Upsilon to be intentional with community involvement?**

In the area of **Community Development**, the Committee rated Lambda Sigma Upsilon to be a **Silver Chapter**.

Organizational Development

- Lambda Sigma Upsilon works closely with its alumni advisors and regional board to provide updates on the chapter's progress across the year. This includes participating in monthly conference calls, completing monthly reports, and attending regional leadership retreats.
- The Committee commends the chapter for leading with action as actions speak louder than words; however, the chapter must acknowledge that its strategy for attracting interests has failed several years over. The chapter must actively reach out to others, cultivate relationships, and recruit membership rather than wait for interests to independently reach out to the chapter.
- Lambda Sigma Upsilon must focus on attracting interests and completing intake as well as consider how best to transition responsibilities to future undergraduate members should the chapter welcome new members. Current members are closely approaching graduation and organizational sustainability is of utmost importance. The Committee cannot stress enough the importance of future new members understanding how best to carry on chapter operations once current members graduate and transition to alumni status. This is a repeat recommendation from the previous year, and yet little-to-nothing has been done to address this critical and urgent issue.
- Lambda Sigma Upsilon had a trying year, and the Committee commends members for their sense of resiliency and perseverance. The Committee believes the chapter is at a critical crossroads, and the likelihood that a period of organizational inactivity with zero undergraduate presence will occur is probable. The Committee hopes this is avoidable as the organization is greatly valued as a fraternity within our community.
- The chapter should constantly update its materials to ensure accuracy. Specifically, the Committee noticed a number of discrepancies and outdated references in the report submitted to the Committee for review. In addition, the report was submitted past the deadline.

Chapter Development Question for 2016-17:

- **What resources can Lambda Sigma Upsilon take advantage of in order to create a clearly written plan for organizational growth, development, and sustainability?**

In the area of **Organizational Development**, the Committee rated Lambda Sigma Upsilon to be a **Unacceptable Chapter**.

Overall Rating

Overall, Lambda Sigma Upsilon has been rated a Poor chapter by the 2015-2016 Accreditation Committee.

Lambda Sigma Upsilon provides an incredibly meaningful experience for members, and the impact the organization has across the Lehigh community is undeniable. The men in the organization are passionate and care deeply about the mission and vision of the organization. However, the Committee has repeatedly recommended that the chapter address critical issues, yet finds no improvement. Most notably, this includes attracting interests and completing intake as well as considering how best to transition responsibilities to future undergraduate members. Again, the Committee believes the chapter is at a crossroads, and the likelihood that a period of organizational inactivity with zero undergraduate presence will occur is probable. The Committee hopes this is avoidable as the organization is greatly valued as a fraternity within our community.

The Accreditation committee assigns Lambda Sigma Upsilon an overall rating of Poor. As a result of being Poor, Lambda Sigma Upsilon must meet 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 does Lambda Sigma Upsilon create an academic success plan that can actually be utilized within the chapter?
- How can new members develop leadership skills before assuming leadership roles?
- How are members utilizing the mission of Lambda Sigma Upsilon to be intentional with community involvement?
- What resources can Lambda Sigma Upsilon take advantage of in order to create a clearly written plan for organizational growth, development, and sustainability?