

## **PHI SIGMA KAPPA**

Accreditation Report

2015-2016

### **Intellectual Development**

- Phi Sigma Kappa was ranked third out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.16979, an increase of .06403 from the spring 2015 semester. The 3.16979 GPA placed the chapter above the All Fraternity average.
- Phi Sigma Kappa was ranked fourth out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.15721, a decrease of .01258 from the fall 2015 semester. The 3.15721 GPA placed the chapter above the All Fraternity average.
- Phi Sigma Kappa's fall 2015 new member class ranked first out of 12 Interfraternity Council Chapters. Phi Sigma Kappa had one new member for fall 2015 and grades are not reported for chapters who have one member or one new member per FERPA. The new member class GPA was 2.949 for spring 2016 ranking eighth out of 17 Interfraternity Council Chapters.
- Phi Sigma Kappa had 28.6% of the chapter on the Dean's List in the fall 2015 semester and 24.2% on the Dean's List in the spring 2016 semester.
- The chapter cleaned and reorganized the house library to accommodate larger groups and provide a space conducive for studying. Brothers who do not live in the facility used the revised space frequently, also promoting brotherhood and chapter engagement.
- Phi Sigma Kappa continued two of their most successful academic-oriented events. The first is their semi-annual scholarship dinners with Kappa Alpha Theta which recognizes members with distinguished academic honors and also includes a brief seminar led by a professor. The second is their semesterly registration dinners for potential new members.
- The chapter hosted a LinkedIn dinner coordinated by their Career Services Liaison. Each member either created and/or updated their LinkedIn profile page. Additionally, the chapter has a group with active and alumni members to facilitate professional networking.
- Phi Sigma Kappa reevaluated several aspects of their new scholarship plan. The first was mandatory study hours in a specific location and time. This year brothers were permitted to study whenever and wherever they liked, but needed to report their hours to the Scholarship Chair for accountability purposes.
- The chapter also eliminated their formal academic mentorship program opting instead for an informal structure. The new structure relies on brothers making connections with new members in the same major.
- The Committee commends the chapter for their faculty engagement and encourages further exploration into non-academic Intellectual Development. The Committee also wants to point out that the graduating senior members appear to excel academically, bringing up the chapter GPA, and recommends that the chapter continue to focus on improvement in this area.

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

- **How can Phi Sigma Kappa educate its membership about diversity and inclusion to affect change in the greater Lehigh community?**

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

#### **Leadership Development**

- Two members served on the 2015-16 Interfraternity Council Executive Board as President and Recruitment Chair respectively. Another member will serve as the 2016-17 Interfraternity Council Recruitment Chair.
- Phi Sigma Kappa's Matthew Bay was recognized as a Greek Leader of the Year at the Fraternity & Sorority Leadership Awards as well as receiving both a James J. Duane III and University Service Award at the Student Life Leadership Awards ceremony.
- The Committee commends the chapter on creating and using the position of Director of Leadership as well as the Leadership Series. The chapter collaborated with the Office of Student Leadership Development to create content for the workshops to improve the brotherhood of the organization as well as operations.
- The chapter continued to use "Pass the Gavel" at meetings so that members could share their involvement in other organizations and causes across the community. Brothers are involved in over 40 clubs and organizations on campus.
- Phi Sigma Kappa formalized their officer transition process by increasing documentation and joint goal-setting with the incoming and outgoing officers. The Committee commends the chapter for this effort and recommends increasing transparency so that new members are exposed to chapter operations early.
- The Committee is pleased that Phi Sigma Kappa continued to focus internally on the quality of their membership and fostering leadership both inside and outside of the chapter. The Committee considers this a best practice.
- The chapter participates in regional and national leadership opportunities including Conclave, National Convention, and the Undergraduate Interfraternity Institute.

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

- **How can the chapter expand current conversations around leadership to include and/or model to other chapters in the Greek community?**

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

#### **Community Development**

- The chapter continues to be active with their national philanthropy The Special Olympics. The chapter hosted fundraisers throughout the year to support the work of the organization including the Polar Plunge.

- The chapter requires each member complete at least four hours of community service each semester. Brothers are active in Alpha Phi Omega and Habitat for Humanity.
- The chapter hosts an alumni board meeting each semester covering the state of the organization, challenges, and elections as needed. This provides transparency between alumni and the actives and networking opportunities.
- Phi Sigma Kappa's involvement with other philanthropic events is due in part to the role of the Partnerships Chair. The chapter participated in at least eight other chapters' events.
- The chapter set a goal to connect more closely with other organizations on campus. In March 2016, the chapter welcomed residents of the UMOJA house for dinner at their facility. The chapter plans to continue this with fraternities and sororities in the future.
- Phi Sigma Kappa encourages members to volunteer outside of the chapter by following their own interests and passions. As a positive incentive, house points are awarded for service hours beyond the minimum.
- The Committee feels that the chapter did a lot in this area, perhaps missing opportunities for more meaningful engagement in fewer initiatives.
- The Committee wants to impress upon the chapter the importance of working with the Community Service Office in the future as key to success, particularly regarding clearances for collaboration with The Special Olympics.

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

- **How can Phi Sigma Kappa focus on quality over quantity in regards to hosting impactful events in the community?**

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

#### **Organizational Development**

- Phi Sigma Kappa had a few alleged violations of the General Provisions for Occupancy throughout the year. The chapter handled each violation appropriately holding individuals responsible and correcting the issue.
- Phi Sigma Kappa did not meet the occupancy requirement in spring 2016 at 80%. This marks the first failure to meet the 90% occupancy requirement with a projected facility loss date of September 8, 2017.
- The chapter expanded upon the position of Director of Brotherhood to include a committee comprised of members from each class year. The committee was responsible for programming that promotes bonding. For example, a member is selected as "Brother of the Month" for exemplary contributions. At the end of the year, all recipients are treated to dinner.
- Phi Sigma Kappa embraces alcohol-free recruitment, hosting recurring sober events such as Monday Night Football and Sport Saturdays for potential new members. The chapter's year-round recruitment plan truly displays the organization's three Cardinal Principles and resulted in 16 new members joining over the 2015-16 year.

- The chapter streamlined their weekly meetings by requiring agenda items be submitted 24 hours in advance. Announcements are shared via email instead of in person. Shortening meetings to 30-40 minutes allowed more time for discussion on important topics and member development.
- Phi Sigma Kappa overhauled their dues by reevaluating their food budget and making more accurate projections. This created a reduction of \$600 per brother in dues. This assisted in their recruitment efforts and addressed an important area of inclusivity—socio-economic status—within the chapter. The Committee hopes these strategies will be shared with other chapters and considers this a best practice.
- The chapter's facilities committee and maintenance team sought further integration into the operations of the organization and achieved that with several beneficial projects for the house: recycling, refurbished ping pong table, and dining room storage. The Committee commends the chapter for these efforts.
- Phi Sigma Kappa developed a social media policy as a joint initiative between the actives and alumni association. The policy was adopted into the chapter's by-laws. The policy describes behaviors that are incongruent with the Nu chapter's values and outlines the process to submit violations.
- The chapter divided the role of Vice President into three distinct positions that address different areas of responsibility. The Committee cautions the chapter regarding the VP Operations role and encourages further division of duties among house management, risk management, and the standards board.

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

- **How can the chapter further incorporate bLUeprint concepts and reflection into new/member development plans?**

In the area of **Organizational Development**, 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 2015-2016 Accreditation Committee.**

Phi Sigma Kappa is a successful chapter that uses the right tools to accomplish tasks. Their focus on reaching goals, planning and implementation, and engaging members in governance is admirable. Brothers are able to articulate the benefits of their fraternity experience and respect one another. As membership grows, the chapter needs to continue thinking about "quality over quantity" and how to strengthen their existing partnerships.

**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 Phi Sigma Kappa educate its membership about diversity and inclusion to affect change in the greater Lehigh community?
- How can the chapter expand current conversations around leadership to include and/or model to other chapters in the Greek community?

- How can Phi Sigma Kappa focus on quality over quantity in regards to hosting impactful events in the community?
- How can the chapter further incorporate bLUeprint concepts and reflection into new/member development plans?

### **Best Practices**

- The Committee is pleased that Phi Sigma Kappa continued to focus internally on the quality of their membership and fostering leadership both inside and outside of the chapter. The Committee considers this a best practice.
- Phi Sigma Kappa overhauled their dues by reevaluating their food budget and making more accurate projections. This created a reduction of \$600 per brother in dues. This assisted in their recruitment efforts and addressed an important area of inclusivity—socio-economic status—within the chapter. The Committee hopes these strategies will be shared with other chapters and considers this a best practice.