

## **CHI PHI**

Accreditation Report

2016-2017

### **Leadership & Member Development**

- The chapter sent nine brothers to the Chi Phi Regional Leadership Alliance, a significant increase in comparison to last year's number of participants. Attendees participated in workshops over two days and networked with other chapters in the northeast. The committee commends the chapter on their participation.
- The chapter adopted the National Headquarters' recently unveiled new member education program. The program utilizes case studies, workshops, and guest presenters and focuses on the practical elements of membership in the chapter. The committee encourages the Psi chapter to be a leader within the Chi Phi community in pioneering the program.
- The chapter acknowledged that they ran into an issue during new member education and proactively addressed it by suspending activities until the issue was resolved. This demonstrates significant improvement in the chapter's communication and transparency with both the National Headquarters and Briarfield Association and the committee commends the shift in approach.
- Chi Phi revised the officer transition process to address the 2015-2016 chapter development question. The new plan includes five phases to prepare new officers for duties and responsibilities. Officer resources are also collected and archived in a shared Google Drive. The committee is pleased to see improvement in this area.
- Chi Phi placed emphasis on professional development in continuing member education. The chapter built a networking spreadsheet, hosted a resume workshop, and expanded their use of LinkedIn.
- The chapter attended a presentation by Phi Sigma Kappa discussing leadership and organizational structure. The committee commends Chi Phi for looking to other chapters for best practices and encourages Chi Phi to take advantage of resources within the fraternity community.
- The committee finds that the chapter views leadership in positional way and believes there are opportunities for leadership development beyond those that have a title within the organization. The chapter is encouraged to cultivate leadership among the entire membership beyond the traditional hierarchy.
- The chapter had one member serve on the 2016-2017 Interfraternity Council Executive board as the Vice President of Judicial Affairs.
- Chi Phi's annual retreat with the Briarfield Association was renamed and rebranded to focus on larger chapter goals and projects. The "new" Annual Alumni Active Retreat was held in January, and the chapter plans to move this to the fall semester as a component of officer transitions and new executive board goal-setting.

#### **Chapter Development Question for 2017-2018:**

- **How can Chi Phi work to develop leadership across the brotherhood rather than simply focusing on those members who hold positions?**

In the area of **Leadership & Member Development**, the Committee rated Chi Phi to be an **Accredited Chapter**.

## Organizational Operations

- Chi Phi and the Briarfield Association ended the 2015-2016 year with a very strained relationship. To repair the rift, Holly Taylor (Associate Director, Office of Student Conduct & Community Expectations) facilitated a restorative circle in September. Both the actives and alumni left the experience with a mutual desire to move forward with a productive partnership. Since then, interactions have been positive and fruitful. The committee commends the chapter for addressing strained relationships and reestablishing trust with alumni.
- The committee commends the chapter for implementing formalized plans and creating more robust resources that include chapter and executive board Google Drives, an officer transition plan, and a revised standards process.
- The chapter prioritized creating a culture of accountability across the membership this year. The President and Standards Chairman worked with Holly Taylor to restructure the process based on Chi Phi values. It appears that the system is operating and brothers are exhibiting increased respect for one another and the facility. Continued commitment to accountability is critical to sustain the chapter's positive momentum.
- The chapter adjusted by-laws to be in compliance with changes made at Chi Phi Congress as well as added layers of incentives and accountability into the document.
- Chi Phi is currently exploring restructuring the alumni advisor board based on a recommendation from the National Director. While the Briarfield will continue to exist, a Chapter Advisory Board is in development and this will entity will focus on undergraduate advising and resources. The hope is to avoid future conflicts of interest and provide increased support for the actives.
- The chapter had an ambitious recruitment goal to alleviate occupancy pressure. The chapter initiated fifteen men, three short of the chapter's goal. The committee encourages the chapter to continue year-round recruitment and consider a formal recruitment plan in the future.
- Chi Phi exhibited a renewed commitment to Ritual this year by including an in-depth presentation at their Annual Alumni Active Retreat and increasing the quality of their Ritual practice based on experience at Alpha's Academy.
- Chi Phi has fully recovered from the FMA crisis in 2014 and is operating without debt. The chapter also reduced meal plan fees by switching from a private chef to a food service company.

### Chapter Development Question for 2017-2018:

- **How can the chapter create a feedback loop to continue the practice of evaluating programs and practices on a consistent basis?**

In the area of **Organizational Operations**, the Committee rated Chi Phi to be an **Accredited Chapter**.

## Community Service & Engagement

- The chapter conducted 674.5 hours of service, averaging 13.3 hours per brother, and raised over \$5,833 for various causes and philanthropies in the fall 2016 semester. This is above both the chapter requirement of 10 hours per semester per brother and the national requirement of five hours per semester per brother. As of April 6<sup>th</sup>, 2017 the chapter

completed over 650 hours of service and raised \$7,433 averaging 9.85 hours per brother, just below the chapter requirement of 10 hours per semester per brother.

- The committee is impressed with the chapter's progress made in both direct service and fundraising efforts this year, particularly in collaboration with The Boys & Girls Club of Bethlehem. The chapter thoroughly and thoughtfully prepared for Project Learn tutoring via background checks, an orientation presentation by BGCB staff, and volunteer coordination. The committee considers this a best practice.
- Chi Phi participated in multiple campus and local philanthropic events including Alpha Phi Phiesta Bowl, Pancreatic Cancer Walk, Dance Marathon, Relay for Life, and Chimuduzi Centre of Bright Future.
- The chapter is active with other Chi Phi chapters at Rutgers University and Franklin & Marshall College by hosting initiation at their facility and attending philanthropy events.
- Chi Phi resurrected dormant Facebook and Twitter accounts to increase connections with both the Lehigh and Chi Phi communities. The chapter has seen positive engagement through social media with actives and alumni.
- Chapter members are involved across campus with a diverse range of clubs and organizations. Nearly 90% of brothers participate in at least one activity outside of Chi Phi.
- The chapter was found responsible for two conduct violations in the 2016-2017 year. The first was related to an underage student with false identification drinking at a Chi Phi event. The second was a major life safety violation with three smoke detectors being covered in the facility. The chapter accepted responsibility for charges associated with both violations and held individuals responsible through the standards process.
- The committee recommends that the chapter continue to build upon their understanding of service and explore opportunities for further dialogue and reflection. Organizing a training with the Community Service Office or participating in the Poverty Simulation would benefit the chapter and strengthen volunteer experiences.
- The chapter has on-going interactions with their alumni by way of social gatherings at the chapter facility, presentations at chapter meetings, and collaborations at the annual retreat.

#### **Chapter Development Question for 2017-2018:**

- **How can Chi Phi sustain a culture of accountability with continuous leadership and membership turnover?**

In the area of **Community Service & Engagement**, the Committee rated Chi Phi to be an **Accredited Chapter**.

#### **Academic & Intellectual Advancement**

- Chi Phi was ranked 14<sup>th</sup> out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 2.97667, a decrease of .10697 from the spring 2016 semester. The 2.97667 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Phi was ranked sixth out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.09, an increase of .11333 from the fall 2016 semester. The 3.09 GPA placed the chapter above the All Fraternity average.
- Chi Phi's spring 2017 new member class GPA was 2.92 ranking sixth out of 17 Interfraternity Council chapters.

- Chi Phi had 15.7% of the chapter on the Dean's List in the fall 2016 semester and 13.8% on the Dean's List in the spring 2017 semester.
- The chapter revised the threshold for academic assistance to a 2.61 GPA. Those below a 2.61 GPA met with the Academic Chair who referred students to campus resources. The chapter also provided a space in Maginnes Hall for weekly study hours.
- The chapter restarted the 3.0 dinner hosted by the Briarfield Association which rewards members who achieved the Dean's list or a GPA above the all Greek average. Twenty-three brothers attended and awards for highest GPA overall, highest GPA by class, and most improved GPA were distributed. The committee commends the chapter for renewing positive academic incentives.
- The chapter continues to have a relationship with their longstanding Faculty Advisor, Professor Kenneth Sinclair. He is an active member of their advisory team and works closely with the Briarfield Association.
- The committee commends the chapter on the new academic bigs program, which matches brothers in similar majors. This peer mentoring program has the potential to be an excellent resource, but the committee encourages the chapter to expand the role of bigs and incorporate training resources. Partnering with the Center for Academic success to fulfill the committee's recommendations would be a good start.
- Chi Phi hosted a political debate with two professors representing the two primary parties. One brother moderated the debate for the 40+ attendees who included brothers, alumni, and other Lehigh students.
- Chi Phi and Alpha Gamma Delta co-hosted an academic recognition barbeque in April to engage with faculty outside of the classroom. Members of each organization on the Dean's list were acknowledged.
- The chapter hosted a time management and study skills workshop before spring finals facilitated by the Center for Academic Success. While the timeliness of the program is appropriate, the committee recommends that the chapter incorporate support resources year-round.
- The committee is pleased to see progress in this area and recommends that Chi Phi formalize their scholarship plan to not only include academic components, but also intellectual exploration (topics such as inclusion or campus climate).

#### **Chapter Development Question for 2017-2018:**

- **How can Chi Phi advance intellectual development among its members beyond academic and professional activities?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Chi Phi to be an **Accredited Chapter**.

#### **Facilities Management**

- Chi Phi had no common damages for 2016-2017.
- Chi Phi managed openings and closings with no issues.
- Chi Phi passed life safety inspections and fire drills with zero violations.
- The chapter actively used the standards board to hold brothers accountable for any facility related issues such as missed key pick-ups, life safety violations, and missed duties.

- The chapter addresses major cleanliness problems in the 2015-2016 year by improving their “cleans” system. Nightly cleans are conducted by three brothers and the House Manager is responsible for ensuring their completion. Sunday cleans are more in depth with a team of members working in a specific area of the house.
- The chapter made significant strides in facility-related matters. The House Manager coordinated the purchase of new dining room chairs as well as submitted timely work orders. This demonstrates great improvement in communication with alumni and Residential Services.
- Chi Phi failed to meet the 90% occupancy standard both in the fall 2016 and spring 2017 semester at 87% and 79% respectively. The chapter is actively problem-solving to avoid failing a third time in the fall 2017 semester.
- Chi Phi supports sustainability by using reusable china and silverware, purchasing green cleaning supplies, as well as hosting a recycling presentation by the EcoReps. Additionally, waste audits have been a creative standards sanction that also enhance the chapter’s green initiatives.

#### **Chapter Development Question for 2017-2018:**

- **How does the chapter maintain the improvements regarding respect for the facility?**

In the area of **Facilities Management**, the Committee rated Chi Phi to be an **Accredited Chapter**.

#### **Overall Rating**

**Overall, Chi Phi has been rated an Accredited chapter by the 2016-2017 Accreditation Committee.**

Chi Phi had several critical issues to address in the 2016-2017 year, and the committee is thrilled to see growth and progress in several tangible ways. Following the reparation of the Briarfield relationship, chapter leadership tackled member accountability, service initiatives, and organizational transition throughout the year. When Chi Phi encountered challenges, the chapter responded in a responsible and restorative manner providing several important lessons for the brothers. The committee wants to emphasize to the chapter that sustainability is imperative to avoid regression to previous behavior. The chapter is on a productive path increasing transparency and streamlining operations, and the committee hopes to see continued success in the coming years.

**The Accreditation committee assigns Chi Phi an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is fully successful in all metrics and is an active contributor to the Greek and Lehigh communities.**

#### **Chapter Development Questions**

- How can Chi Phi work to develop leadership across the brotherhood rather than simply focusing on those members who hold positions?
- How can the chapter create a feedback loop to continue the practice of evaluating programs and practices on a consistent basis?
- How can Chi Phi sustain a culture of accountability with continuous leadership and membership turnover?

- How can Chi Phi advance intellectual development among its members beyond academic and professional activities?
- How does the chapter maintain the improvements regarding respect for the facility?

**Best Practices**

- The committee is impressed with the chapter's progress made in both direct service and fundraising efforts this year, particularly in collaboration with The Boys & Girls Club of Bethlehem. The chapter thoroughly and thoughtfully prepared for Project Learn tutoring via background checks, an orientation presentation by BGCB staff, and volunteer coordination. The committee considers this a best practice.