

## **CHI PSI**

Accreditation Report

2016-2017

### **Leadership & Member Development**

- The chapter sent three members to the 175th National Chi Psi Convention. Members were able to engage with past chapter presidents, presidents of other Alpha's, and the national leaders of the organization. A member also attended Chi Psi's national mid-year retreat. Chi Psi also had a member attend Base Camp, coordinated by the Office of Fraternity and Sorority Affairs, where they engaged with other leaders of the Greek community.
- Chi Psi continues to have a strong connection to the football team. Six members attend the team's weekly leadership & team building meetings, and one serves as a lifting captain. Chi Psi identifies those in leadership positions on the football field as potential leaders for the chapter.
- Chi Psi had a representative from the national office visit the organization to assist with recruitment for the spring 2017 new member class. The chapter found his insight very helpful and was able to recruit the chapter's most diverse new member class.
- Chi Psi recognizes that there has been inconsistent leadership in past years so the chapter implemented the "point five" system. All executive board positions in Chi Psi are assigned a number, and the "point five" is a member who is expected to take on the position the following term. For example, the president is identified as the one, and the president-elect is identified as the one point five. This helps with transition between executive boards and better prepare members for leadership. The committee commends the creation of the "point five" system.
- The committee acknowledges that Chi Psi members are heavily involved in athletic based leadership such as football, Student Athlete Mentors, and Student Athlete Council. The committee recommends that members apply the leadership skills they gain through these experiences into other areas of involvement.
- The committee was disappointed that Chi Psi did not mention anything regarding ritual. The committee recommends that the chapter build a stronger connection with ritual to strengthen relationships amongst members.
- The committee recommends that the chapter incorporate a formalized membership development plan that includes continuing membership education and brotherhood activities.
- The committee commends Chi Psi on a successful recruitment, but was disappointed that the chapter did not mention anything regarding values based recruitment and a values based new member education.
- The committee commends Chi Psi on developing a relationship with the national office by attending various conferences. The committee recommends that they continue this partnership as it is leading the chapter in a positive direction.

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

- **How can the chapter build the organizations identity as Chi Psi instead of the "football house"?**

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

### **Organizational Operations**

- Chi Psi created a new chapter risk management plan as part of assigned sanctions. The chapter utilized the national office's risk management plan as a guide. Once this was created, all members signed a document stating that they read and understood the new plan. The committee recommends that the chapter think about risk management as a sustainable and annual practice, and not just a sanction.
- The chapter invited a member of the Lehigh University Police Department (LUPD) to visit the chapter house and talk about risk management, which was a sanction requirement. The chapter saw this as an opportunity for all members to understand how to institute the chapter's new risk management plan and build a stronger relationship with LUPD.
- Chi Psi recognized that chapter meetings were poorly attended by members. The executive board used the chapter points system to hold members accountable for unexcused absences by deducting points. The executive board also meets prior to chapter meetings to prepare. The committee commends Chi Psi for having consistent chapter meetings with increased attendance. The committee recommends that the chapter make meetings more meaningful, and not a space for announcements.
- Chi Psi continues to utilize the standards board. The board is led by the number five position, and consists of members from each member class. The standards board hears violations regarding social misconduct, lodge mistreatment, and academic integrity; totaling two cases throughout the year.
- Chi Psi finances are managed by the number four position. This position works with Greek Capital Management to view all finances for the chapter. This position also works with the Financial Advisor to determine an allocated amount for an event.
- The committee recommends that Chi Psi continue to work on recruitment to reach sustainability and a balance of football and non-football potential new members. The committee hopes that the chapter was able to take away tangible learning experiences when a member from the national office assisted with spring recruitment.
- The committee is concerned that Chi Psi did not mention anything regarding organizational planning such as goal setting, visioning, or a retreat. The committee recommends that the chapter incorporate these practices to guide them throughout the year.

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

- **How can Chi Psi continue to incorporate best risk management practices into the chapter culture?**

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

### **Community Service & Engagement**

- Chi Psi wanted to strengthen the relationship with alumni. They invited alumni to the chapter house after a football game, provided space for current and alumni members to connect, and enjoy dinner. The chapter found the event to be successful having over 100 alumni attend, and the chapter hopes to continue this event in the future.

- Chi Psi has dedicated alumni who attend weekly chapter meetings, and assist with communication between the chapter, alumni, and the Office of Fraternity and Sorority Affairs. The chapter have also invited alumni to attend weekly chapter meetings and reflect on lessons learned during their time in the chapter.
- Chi Psi members supported other Greek organizations by attending and participating in the Mr. Burgundy and Gray Pageant hosted by Lambda Theta Alpha, and the Mountain Hunk Competition hosted by Alpha Omicron Pi and Alpha Chi Omega.
- Chi Psi engaged in various philanthropic, service and volunteer opportunities such as the Bethlehem Hispanic Center, Adopt A Family, Thanksgiving Food Drive, New Bethany Ministries Clothing Drive, and Relay for Life.
- The chapter members cleaned up the streets of East Fifth and Hillside by picking up litter. Members noticed that these streets are constantly dirty being one of the most populous streets, and hoped cleaning the streets would positively impact perception from local community members. The committee commends the chapter for the clean-up and increasing credibility with neighbors.
- Chi Psi was placed on Deferred Dissolution through December 31, 2017 after being found responsible for Respect for Self-Unauthorized Consumption, Distribution, or Possession and Respect for Community-Encouraging Others. An intoxicated student indicated they were drinking off campus at a Chi Psi event, which the chapter confirmed. The committee recommends that the chapter continues to identify best risk management practices to avoid incidents in the future.
- The committee noticed that Chi Psi has very limited participation within the Greek community. The committee recommends that Chi Psi take the opportunities to engage with other organizations and develop relationships with chapters across all three councils.
- The committee recommends that the chapter develop a plan for community service and philanthropy and hold brothers to those expectations. This is an opportunity to work with campus offices such as the Community Service Office to enhance current chapter participation.

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

- **How can Chi Psi be the chapter that bridges the gap between Greek Life and Athletics?**

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

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

- Chi Psi was ranked 16<sup>th</sup> out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 2.83609, an increase of .00566 from the spring 2016 semester. The 2.83609 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi was ranked 17<sup>th</sup> out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.80, a decrease of .03609 from the fall 2016 semester. The 2.80 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi's spring 2017 new member class GPA was 2.56 ranking 17<sup>th</sup> out of 17 Interfraternity Council chapters.
- Chi Psi had 10.9% of the chapter on the Dean's List in the fall 2016 semester and 6.8% on the Dean's List in the spring 2017 semester.

- Chi Psi requires that all members have a 2.5 GPA to be considered an active member. Members that fall below this GPA must seek tutoring and are required to set GPA goals. Two consecutive semesters with a GPA below 2.0 results in expulsion from the chapter.
- Chi Psi acknowledges members who excel academically in various ways. These include dinners for members who achieve a 3.0 or higher and monetary scholarships. Chi Psi revised the scholarships so that no member can win more than twice and equal amounts given to each winner. The committee commends Chi Psi for incorporating positive recognition for academic success.
- Chi Psi invited Break The Silence to the chapter facility to talk about raising awareness and prevention of sexual assault. Chapter members found the information very helpful in recognizing and understanding the prevalence of sexual assault across college campuses.
- Chi Psi had 12 members recognized on the Patriot League Academic Honor Roll. Chi Psi member Marc LeFlamme received the Leonard Pool Memorial Award from the Committee on Undergraduate Awards and Prizes which acknowledges a student with outstanding entrepreneurial spirit.
- Chi Psi's 1.5 attended a discussion by Chris Eshelman entitled "Day-Ahead and Real-Time Markets in the CAISO: An Introduction to Operations." This member found it very impactful, recognizing that the chapter needs to use all members effectively to meet the needs of the chapter.
- Chi Psi reached out to a professor in the accounting department to be the new faculty advisor for the chapter. The faculty advisor has met with chapter leadership to discuss expectations in the role and is excited to begin the partnership with the fraternity.
- The committee recommends that Chi Psi continues to use campus resources that members receive as athletes and integrate them into chapter operations. Some of these things include the academic ice bath and the commitment continuum.

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

- **How can Chi Psi utilize campus resources and hold members accountable to improve the chapter's academic performance?**

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

#### **Facilities Management**

- Chi Psi had no common damages for 2016-2017.
- Chi Psi had three members fail to leave for Spring Break by the 9am deadline.
- Chi Psi passed life safety inspections and fire drills with zero violations.
- The chapter made multiple house renovations and bought new furniture. The chapter believes this changes inspired members to take pride in the chapter facility, initiated change in house culture, and made the facility more welcoming to parents and alumni. The committee commends the chapter for furnishing the facility to ensure pride amongst members.
- Chi Psi achieved occupancy in the spring 2017 semester after failing occupancy three semester in a row. To maintain occupancy, the chapter created living agreements stating that sophomore and junior members are required to live in the house. The chapter also hopes that the large new member class will help in achieving occupancy in the future.

- Chi Psi was found responsible for Respect for Community-Fire Safety or Other Life Safety Violations, Respect for Property- Gross Disregard, and Respect for Property-Vandalism. Lehigh University Police Department responded to a fire alarm at Chi Psi. A member had discharged a fire extinguisher in the common areas of the house. During the inspection of the house, officers found food and other garbage all over the floor. Chi Psi did an internal investigation and held members accountable through the standards board.

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

- **How can Chi Psi incorporate green initiatives into the chapter facility?**

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

**Overall Rating**

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

Chi Psi understood that the chapter was in a precarious position at the beginning of the 2016-2017 academic year. Both Chi Psi undergraduate and alumni members came together to better the chapter and be successful. Chi Psi focused on changing the culture within the organization by having consistent chapter meetings and refurbishing the house. This created a positive feeling amongst members. The chapter did have an incident occur early in the fall semester that placed the organization on Deferred Dissolution, but this motivated Chi Psi even more to change the culture within the chapter, and perform. The chapter has made decisions, such as changing leadership in the middle of the semester, to continue the forward progression of the chapter. Looking forward, the committee recommends that Chi Psi continue to use campus resources, particularly those that the chapter has access to through Athletics. Now that the chapter has completed all sanctions, how will the chapter utilize the lessons learned to create a culture shift and be proactive rather than reactive? Chi Psi provides a unique perspective and insight, and the committee hopes that Chi Psi integrates itself within the Greek community. The chapter leadership wants to stop the yo-yoing in which the chapter alternates between Accredited and Unaccredited ratings. The committee believes that with the new direction the chapter is heading, this is achievable.

**The Accreditation committee assigns Chi Psi 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 the chapter build the organizations identity as Chi Psi instead of the "football house"?
- How can Chi Psi continue to incorporate best risk management practices into the chapter culture?
- How can Chi Psi be the chapter that bridges the gap between Greek Life and Athletics?
- How can Chi Psi utilize campus resources and hold members accountable to improve the chapter's academic performance?
- How can Chi Psi incorporate green initiatives into the chapter facility?