

## **PHI SIGMA KAPPA**

Accreditation Report

2016-2017

### **Leadership & Member Development**

- Phi Sigma Kappa had three members attend National Headquarters' Shonk Leadership School. Brothers participated in group seminars focused around budgeting, ritual proficiency, and risk management. For example, the chapter sentinel was able to collaborate with higher education professionals from multiple institutions to develop a risk management plan to address "disaster scenarios."
- The chapter received a Diversity Initiative Award for their continued success in recruiting and initiating men of diverse religion, race, and ethnicity. The committee recommends that Phi Sigma Kappa expound on this recognition to look past solely composition of members and better explore identity and inclusion.
- The chapter has a strong understanding of and incorporates widely their cardinal principles; the promotion of brotherhood, the stimulation of scholarship, and the development of character. Phi Sigma Kappa uses these values to inform and better align their work with scholarship dinners, new member education, and philanthropy efforts.
- Phi Sigma Kappa revamped the new member education process to include the bLUeprint Five Foundations for Student Success and reflection. For example, the chapter incorporated professional growth and success through a presentation by an alumnus about LinkedIn and interview tips.
- Phi Sigma Kappa continued their legacy of strong IFC involvement. Zach Neuman served as the 2016-2017 IFC Recruitment Chair and received a Tradition of Excellence Award for his overhaul of IFC recruitment. Ryan Kirton will be the 2017-2018 incoming IFC Recruitment Chair and received a President of the Year Award for his dedication to unpopular decisions in order to keep the chapter conduct-free.
- The chapter prides itself on members that are heavily involved on campus. Chapter members practice leadership in 51 unique organizations including club sports, marching band, Hillel, and Student Senate. The chapter encourages members to utilize Pass-the-Gavel to share their stories of involvement.
- Phi Sigma Kappa focused their brotherhood morale efforts around intramural sports. The chapter participated in every sport offered this year. Regardless of game outcomes, it was common to have 20 members attend to support the players.
- The chapter hosted multiple leadership workshops each with a different theme. One theme emphasized bLUeprint and asked brothers to share examples of how they applied the five foundations in and outside of the chapter. The workshop concluded with individual members choosing a foundation they most want to improve on for the year and determining goals based on that foundation. The committee considers this a best practice.

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

- **How can Phi Sigma Kappa leverage leadership across the Greek community to affect positive change?**

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

## Organizational Operations

- Phi Sigma Kappa sustained the use of a three-VP system including a Vice President of Operations that focuses on risk management, facilities management, and standards board. Through this system they successfully utilized medical amnesty for a party guest and remained free of conduct issues. The chapter invited the IFC community to a dinner to share the details of this practice. Members of Delta Chi and Chi Phi were in attendance and speak highly of the event. The committee commends the chapter on sharing successful practices with other chapters.
- The chapter implemented an anonymous standards board reporting process. Four members went through the process for actions that did not align with the chapter's cardinal principles. These members were fined and banned from events in order to bolster chapter accountability. The committee recommends the chapter explore restorative practices and incorporate this into the judicial process rather than focus on punitive punishments.
- The chapter lost four brothers before the start of the fall semester leading to a loss of \$18,000 in revenue. Each member needed to pay an additional \$400 to make up the difference. However, the executive board did a comprehensive review of the budget and then facilitated a transparent conversation with the brotherhood about the need to increase dues by only \$126. The chapter voted unanimously on the increase. The committee is impressed with the chapter leadership's ability to obtain chapter buy-in in decision-making.
- Phi Sigma Kappa used the formal recruitment process to stimulate scholarship. The chapter hosted an open event in the form of a course registration dinner where potential new members could come discuss potential class schedules with members who had previously taken the courses. The committee considers this a best practice. These efforts are why Phi Sigma Kappa was able to initiate 12 academically-focused men through fall and spring recruitment.
- The chapter convened a committee of brothers to review the chapter bylaws in order to gain perspective and diverse opinions on how bylaw changes could affect brothers. For example, the chapter implemented a policy that allows any active member to work with the treasurer to create a payment plan. Additionally, Phi Sigma Kappa discovered a dues exemption loophole in their bylaws that applied to seniors with enough credits to graduate. As a result, the chapter developed a bylaw amendment to more clearly articulate the financial responsibility of any active member.
- Phi Sigma Kappa revamped the house points system in order to better align with their cardinal principles. In previous years members were able to attain all required points through attending brotherhood events thus creating a lack in areas of civic engagement and scholastic achievement. As a result the new points system requires brothers to reach a point threshold for each of the three cardinal principles.
- The chapter leadership concentrated on more targeted goals to be completed by both the end of the first semester and the end of the year. Chapter leadership also shared their goals with the entirety of the chapter at the second meeting of the year to increase transparency and accountability.
- The committee recommends that chapter leadership utilize existing Lehigh resources to supplement officer transitions based on the chapter's goals. For example, if the chapter wishes to expand on community service efforts, they may want to invite the Community Service Office to share in discussion.

## Chapter Development Question for 2017-2018:

- **How can Phi Sigma Kappa seek feedback and conduct assessment of revised bylaws and policy changes?**

In the area of **Organizational Operations**, the Committee rated Phi Sigma Kappa to be an **Accredited with Excellence Chapter**.

### **Community Service & Engagement**

- Phi Sigma Kappa requires that members perform at least four hours of community service per semester. The chapter worked with the Community Service Office (CSO) to complete fingerprinting clearances so that brothers could diversify their service hours at community partners including Big Brothers Big Sisters and St. Luke's Hospital clinical volunteering. As a result, the chapter collectively completed over 800 hours of service. The committee recommends that Phi Sigma Kappa incorporate fingerprint clearances into the new member education process to sustain their efforts.
- The chapter hosted a dinner to which members' families could RSVP. There was a recommended donation of \$5 per person to cover costs of food and then the remaining \$400 in proceeds were donated to Phi Sigma Kappa's national philanthropy, Special Olympics. The committee views this as an innovative way to intersect parent/family engagement with philanthropy and recommends the chapter expand on these efforts.
- The committee commends the chapter on raising money through a Chipotle fundraiser, family weekend dinner, Lehigh Valley Polar Plunge, and t-shirt fundraiser. However, the committee recommends Phi Sigma Kappa increase their yearly philanthropy goal of \$2500.
- Phi Sigma Kappa participated in Adopt-a-Family this holiday season and sponsored a family with five children. While the gifts were coordinated through the efforts of five members, the overall attendance at the event included over 30 brothers. The chapter also participated in a poverty simulation with Zeta Tau Alpha hosted by the Community Service Office. The committee recommends the chapter provide adequate time to reflect as a chapter about these efforts.
- Phi Sigma Kappa was one of the first IFC fraternities to get involved with Sigma Chi's Derby Days. This collaboration served as an effort to help address instances of sexism that were previously reflected in the event. While the committee is happy to hear the chapter take an active role in this effort, they challenge Phi Sigma Kappa to critically think about how to take more ownership in dismantling similar social issues in the Greek community.
- The committee commends the chapter on its solid understanding of and philosophy around meaningful partnerships placing emphasis on community outreach, forming new friendships, and working for various causes. The committee considers this a best practice.
- Phi Sigma Kappa brotherhood and its alumni came together to participate in the first annual golf outing colloquially known as the "Phi Sigma Kappa Open". This event served as an opportunity for brothers and alumni to break off into groups of four to network. While the chapter has been working to build meaningful ways to engage alumni, they had an incident in the fall semester in which alumni came back and treated the chapter facility with disrespect; damaging walls, spraying liquids, and throwing plates off the porch. The committee recommends that the chapter work to share clearer expectations of behavior for alumni visitors.
- Phi Sigma Kappa had zero conduct cases through both the Office of Student Conduct and Community Expectations as well as the Interfraternity Council Judicial Committee.

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

- **How can Phi Sigma Kappa create more of a balance between meaningful goals and quality experiences in the realm of civic engagement?**

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

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

- Phi Sigma Kappa was ranked second out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.23543, an increase of .07822 from the spring 2016 semester. The 3.23543 GPA placed the chapter above the All Fraternity average.
- Phi Sigma Kappa was ranked 11<sup>th</sup> out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.0, a decrease of .23543 from the fall 2016 semester. The 3.0 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Sigma Kappa's fall 2016 new member class ranked 11<sup>th</sup> out of 11 Interfraternity Council chapters. Phi Sigma Kappa had one new member for fall 2016 and grades are not reported for the chapters who have one member or one new member per FERPA. The new member class GPA was 2.66 for spring 2017 ranking 14<sup>th</sup> out of 17 Interfraternity Council chapters.
- Phi Sigma Kappa had 37% of the chapter on the Dean's List in the fall 2016 semester and 19.6% on the Dean's List in the spring 2017 semester.
- The chapter initiated a new Dean's List dinner in the fall semester for all members that made the Dean's List. The chapter did so in order to celebrate those doing well academically rather than just focus on those on academic probation. The chapter also increased the minimum standard for members to be placed on academic probation from a 2.7 to a 2.8 GPA. The committee commends the chapter on balancing positive reinforcement and minimum requirements.
- Phi Sigma Kappa continued their biannual scholarship dinner with Kappa Alpha Theta. Members of both organizations attended a Career Services presentation on campus followed by a dinner and awards presentation hosted by Phi Sigma Kappa. At the event they discussed professional development topics such as proper etiquette during interviews.
- Phi Sigma Kappa invited Break the Silence to give a presentation called Sexuality Mythbusters. The chapter had about 35 members in attendance that engaged in a range of discussion topics including sexuality, gender violence, and the resources present on campus. After the presentation, members shared that they better understood their responsibility in reporting issues of sexual misconduct and resources for survivors of gender violence.
- The committee recommends that the chapter increase their efforts in academic and intellectual development through the use of a faculty advisor to address academic areas for growth.
- The chapter uses regular chapter meetings and meals to explore music and the arts. Members can nominate an album for "Album of the Week" selected by the Partnership Chair and share during chapter meals. The committee recommends the chapter make this a more robust intellectual development strategy (i.e. members nominate wide range of topics to discuss during chapter meals).
- Phi Sigma Kappa altered the academic probation check-in protocol for members. Instead of meeting with the Director of Scholarship, the brother on probation meets with someone from the same new member class on the scholarship committee. The chapter feels this allows members to be more vulnerable and share their needs. The committee commends the chapter on recognizing the needs of its members. However, the committee recommends the

scholarship committee be more formally trained to serve members (i.e. Center for Academic Success).

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

- **How can Phi Sigma Kappa better utilize existing Lehigh resources to holistically develop members intellectually?**

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

#### **Facilities Management**

- Phi Sigma Kappa's common damages for the year were \$25.00.
- Phi Sigma Kappa managed openings and closings with no issues.
- Phi Sigma Kappa passed life safety inspections and fire drills with zero violations.
- The chapter reorganized the library space in order to reduce clutter and provide a space in the house that was conducive to studying, holding meetings, and collaborating with one another.
- Phi Sigma Kappa participated in an opportunity afforded by a collaboration between the Office of Fraternity and Sorority Affairs, the Pride Center, and Residential Services to convert all of the chapter's single-stall restrooms within their facility into gender-inclusive restrooms.
- The chapter obtained first aid kits to place in multiple areas of the house. The chapter believes this allows members faster access to resources rather than taking a trip to the health center.
- The chapter has successfully met occupancy for the both the fall and spring semesters.
- The committee recommends the chapter research and integrate green initiatives/sustainability efforts into facilities management.

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

- **How can the chapter incorporate sustainability efforts in the chapter facility into their civic engagement efforts?**

In the area of **Facilities Management**, the Committee rated Phi Sigma Kappa to be an **Accredited with Excellence Chapter**.

#### **Overall Rating**

**Overall, Phi Sigma Kappa has been rated an Accredited with Excellence chapter by the 2016-2017 Accreditation Committee.**

Phi Sigma Kappa has had another consistent year placing them on a three-year accredited with excellence level streak. The committee recommends that the chapter remain vigilant in fighting off the trap of complacency that plagues many chapters on such a streak. Phi Sigma Kappa does great work in the realm of leadership development and civic engagement and meets their goals. The committee is especially impressed with the chapter's ability to incorporate the bLUeprint

framework into multiple facets of the chapter including reflection during new member education. It is evident that Phi Sigma Kappa is committed to the co-curriculum experience of its members. Through the sharing of best practices, Phi Sigma Kappa could be vital in moving the community forward.

**The Accreditation committee assigns Phi Sigma Kappa an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!**

### **Chapter Development Questions**

- How can Phi Sigma Kappa leverage leadership across the Greek community to affect positive change?
- How can Phi Sigma Kappa seek feedback and conduct assessment of revised bylaws and policy changes?
- How can Phi Sigma Kappa create more of a balance between meaningful goals and quality experiences in the realm of civic engagement?
- How can Phi Sigma Kappa better utilize existing Lehigh resources to holistically develop members intellectually?
- How can the chapter incorporate sustainability efforts in the chapter facility into their civic engagement efforts?

### **Best Practices**

- The chapter hosted multiple leadership workshops each with a different theme. One theme emphasized bLUeprint and asked brothers to share examples of how they applied the five foundations in and outside of the chapter. The workshop concluded with individual members choosing a foundation they most want to improve on for the year and determining goals based on that foundation. The committee considers this a best practice.
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