

PSI UPSILON

Accreditation Report
2016-2017

Leadership & Member Development

- Psi Upsilon continued to improve chapter officer transitions. The process now consists of three main components: officer shadowing, position binders, and one-on-one meetings between outgoing and incoming officers. The committee recommends that chapter leadership participate in an officer retreat to narrow in on developing goals and vision-setting.
- The chapter continues to excel in ritual proficiency. Psi Upsilon places strong emphasis on educating new members on chapter history and ritual throughout new member education. Big brothers are utilized to ensure every new member is ritually proficient. The chapter participates in "Symposia" every chapter meeting which provides a brother with undivided attention as he shares reflections with the chapter.
- Psi Upsilon encourages members to practice leadership in organizations outside of the chapter by offering members house points for organization participation. Chapter members are involved with a number of groups including Council of Student Presidents, Lehigh University Ambassadors, and Student Senate. Additionally, a member will serve as the 2017-2018 Interfraternity Council Treasurer.
- The chapter is a member club of Lehigh's Global Union, an umbrella organization representing approximately 40 student groups that promote internationally-themed events on campus. Through this membership, the chapter hosted Sri Lankan and Burmese culture nights which allowed chapter members from these cultures to share their customs and traditions. Psi Upsilon is in the process of creating a Global Union chair position to sustain these efforts. The committee commends the chapter for their work with the Global Union.
- Psi Upsilon takes advantage of programs hosted by both their international office and Lehigh University. The chapter president attended Psi Upsilon's Archon's Academy at the beginning of the spring semester and learned more about alumni communication efforts. In addition, a member participated in LeaderShape where he learned the value of difference in opinion that he now carries into his work with Psi Upsilon as the chapter's Eco-Rep.
- The chapter focused on brotherhood morale as an area of development. Psi Upsilon hosted a variety of brotherhood events that were either free or subsidized through chapter funds. These events included go-karting, Sky Zone, paintball, and movie nights. The chapter also hosted "Sherman's Survey Saturdays" which involved an email sent to members asking thought-provoking questions so results could be shared with the entire brotherhood.
- Psi Upsilon continued their partnership with the Office of Gender Violence, Education and Support. Eight brothers helped organize and facilitate a program entitled "Off the Hook" for first-year students focused on definitions of sexual terms such as consent, reporting resources, etc. The committee considers this a best practice.
- The chapter revamped the new member education program to focus each week around a major functional area of the chapter and incorporated campus resources and international office policies into discussions. For example, the fourth week focuses on risk management and integrates Lehigh social policy, the International Office's "Think About It" training on healthy relationships, and a presentation by the Lehigh University Police Department on safety and conduct expectations. The committee commends the chapter on developing a holistic new member education program.

Chapter Development Question for 2017-2018:

- **How can Psi Upsilon increase leadership development opportunities for members who don't hold formal officer positions?**

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

Organizational Operations

- Psi Upsilon developed the standards board into a more comprehensive system that serves as a check on the executive board, handles officer performance metrics and transitions, maintains and enforces chapter bylaws, mediates conflict within the chapter, and hears disciplinary cases. The standards board recently reviewed the chapter's rulebook to differentiate between current practices and out-of-date proposals. The committee considers this a best practice.
- The chapter researched best practices implemented by other Psi Upsilon chapters and developed a committee system for the areas of philanthropy and recruitment. The system serves as a brainstorming circle for the respective officers to pull ideas and gather brotherhood input. The chapter attributes a successful recruitment and initiation of 16 quality men during the fall and spring semesters to the recruitment committee system.
- Psi Upsilon took steps to increase chapter meeting efficiency and transparency. The chapter officers now email the chapter as a means of information dissemination in order to allow the chapter to engage in meaningful conversation during regular meetings. Additionally the chapter revamped its meeting minute's format to highlight action items for each officer based off of chapter discussion.
- The chapter developed a process in which a brother can submit a bylaw proposal should they see a need. Proposals can be submitted to the Vice President at any time for discussion so long as five brothers have signed the proposal. This requires chapter members to engage in discussion prior to chapter meetings and allows for more buy-in. The committee commends the chapter on developing an efficient and democratic means of incorporating chapter member input.
- The chapter recognized its need for an online presence to share its story and thus worked with an alumnus on the development of the first PsiUEta.org website. This site contains the chapter's history, current activities and member roster. In addition, Psi Upsilon claimed its business on Google+ to gain visibility. Google's analytics showed a 300 hundred percent uptick in search results regarding the chapter which redirects users to the chapter website.
- The chapter standards board is in the process of drafting a one-page document laying out all of the expectations of membership for each member to sign at the beginning of each fall semester. This document would contain expectations around timeliness of dues, judicial processes, academic requirements and more. The committee considers this a best practice and an admirable way of recommitting to chapter expectations each academic year.
- Psi Upsilon benchmarked the cost of their chapter/meal plan dues against the rest of the Interfraternity Council chapters and discovered itself to be one of the most expensive. In response, the chapter reduced the yearly budget by \$4,000 in order to make chapter dues more cost-effective. The chapter also offers a payment plan system that allows members to distribute the cost of dues across the semester.
- The chapter adopted a new budgeting approach that allows greater input and transparency among the brotherhood. The Treasurer examines the budget variances with each chapter officer to discuss if adjustments should be made within each area.

Chapter Development Question for 2017-2018:

- **How can the chapter develop a more comprehensive approach to recruitment that fosters meaningful relationships with potential new members outside of the formal recruitment process?**

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

Community Service & Engagement

- Psi Upsilon mandates each member obtain two hours of community service hours per semester. Chapter members receive an extra house point for every five community service hours accrued. Psi Upsilon participates in a variety of community service including MOOV, Fountain Hill Recreation Program, Peaceable Kingdom, and Reading Rocks.
- The committee commends the chapter for the three-pronged approach to community: Psi Upsilon, Lehigh, and Bethlehem. The chapter demonstrates a solid understanding of community in different contexts and is able to maintain relationships within each of these settings despite leadership turnover.
- Psi Upsilon is the only organization with consecutive involvement in the 16-year history of the Community Service Office's annual event Spooktacular. The chapter remains vigilant in improving their performance in regards to activities and decorations that entertain more than 250 South Bethlehem children and their families. The committee as well as the Community Service Office commends the chapter on these efforts.
- Psi Upsilon collaborated with Zeta Tau Alpha during Pink Week by co-hosting two events, the Dig Pink Bake Sale and Keep the Goose Open Late, to support breast cancer awareness. Additionally the chapter co-hosted Paint a Pumpkin with Alpha Chi Omega and Stomp Out Diabetes with Alpha Gamma Delta. The committee recommends the chapter consider branching out to collaborate with other fraternities as well as Cultural Greek Council organizations.
- The chapter co-sponsored the Salam Neighbor Screening event with No Lost Generation. Through this collaboration, the chapter assisted in developing a day of events including informal discussions, course meetings, a film screening, and a meet-and-greet with the film director. \$1,200 was raised for a local refugee resettlement agency.
- Psi Upsilon was a recipient of the Community Service Office Giving Tree Award. This award is given to a campus organization whose members are leaders that selflessly serve the community on a regular basis. The committee congratulates the chapter on this accomplishment.
- Psi Upsilon was placed on Disciplinary Probation through December 18, 2017 after being found responsible for Respect for Self—unauthorized possession of illegal drugs; Respect for Self—unauthorized possession of drug paraphernalia; Respect for Community—unregistered party; and Respect for Community—irresponsible distribution of alcohol. Lehigh University Police Department discovered an unregistered party. During the house check, a covered smoke detector was found in one room and drugs/drug paraphernalia in another.
- The chapter continued a working relationship with the Goodale Literary Association (GLA), the chapter's alumni association, through regularly scheduled meetings and conference calls. The GLA offers two scholarships to the undergraduate men for best GPA and most improved GPA. The committee recommends the chapter think through more comprehensive alumni engagement opportunities.

- Psi Upsilon developed networking opportunities by maintaining relationships with other Psi Upsilon chapters by hosting the Phi Delta chapter during new member education for the past six semesters. The chapter communicates with the Alpha Omicron and Beta Beta chapters regularly to seek counsel on chapter activities throughout the year.

Chapter Development Question for 2017-2018:

- **How can Psi Upsilon integrate more reflection opportunities into the chapter's service and philanthropy work?**

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

Academic & Intellectual Advancement

- Psi Upsilon was ranked eighth out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.08579, an increase of .21219 from the spring 2016 semester. The 3.08579 GPA placed the chapter below the All Fraternity and All Greek average.
- Psi Upsilon was ranked 16th out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.85, a decrease of .23579 from the fall 2016 semester. The 2.85 GPA placed the chapter below the All Fraternity and All Greek average.
- Psi Upsilon's fall 2016 new member class GPA was 2.8033 ranking sixth out of 11 Interfraternity Council chapters. The new member class GPA was 2.62 for spring 2017 ranking 15th out of 17 Interfraternity Council chapters.
- Psi Upsilon had 26.3% of the chapter on the Dean's List in the fall 2016 semester and 16.7% on the Dean's List in the spring 2017 semester.
- The chapter's academic chair coordinates dinners throughout the semester in which faculty are invited to attend and facilitate a conversation based on a topic of their choosing. At the end of the fall semester, the chapter hosts a dinner to recognize outstanding faculty.
- The chapter revamped the academic plan to increase minimum academic requirements. Members with a 2.65 GPA or lower are placed on academic probation while members with a 2.4 GPA or lower are also placed on social probation. Study hours and meetings with the academic chair are determined by level of probation.
- The chapter assigns an older member of the same major as a mentor to any member on academic probation. Mentors and mentees receive rewards such as house points, complementary dinners, and gifts for GPA improvement. The committee recommends the chapter think through formal training of mentors (i.e. Center for Academic Success) rather than mentorship by major choice.
- The committee recommends that the chapter increase efforts in academic and intellectual development through the use of a faculty advisor to address academic areas of growth.
- Psi Upsilon utilizes positive incentives for outstanding academic performance. Scholarships are rewarded to members based on highest chapter GPA, most improved GPA, and highest GPA in respective new member class. Additionally, house points are provided to every member that makes the Dean's List. New members are also eligible for these incentives.
- The chapter had two teams participate in the accounting firm PricewaterhouseCoopers' case study competition in the spring semester. This competition allowed chapter members to evaluate real-world scenarios companies face in the marketplace, generate strategic ideas

and solutions, and present professionally. One of the chapter's teams placed in the top five ranking of the competition.

- The committee recommends the chapter incorporate opportunities for professional development into its programming efforts. Perhaps this could be a chance to engage alumni through networking, resume workshops, etc.

Chapter Development Question for 2017-2018:

- **How can Psi Upsilon help its members develop intellectually outside of academics?**

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

Facilities Management

- Psi Upsilon's common damages for the year were \$125.
- Psi Upsilon managed openings and closings with no issues.
- The chapter participated in the Office of Sustainability's Trashion Show, a runway fashion show where models wear outfits made of trash or recyclable materials, for the fourth consecutive year. A member of Psi Upsilon also acted as an emcee for the event.
- Psi Upsilon 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 successfully met occupancy for the both the fall and spring semesters.
- The chapter's Eco-Rep received the Eco-Rep of the Month recognition in February. The member regularly attends Eco-Rep meetings and events and brings the information back to the chapter. In the spring semester, Eco-Reps were invited to present to the new members on appropriate recycling and Lehigh's single-stream recycling system.
- Psi Upsilon participated in a waste audit conducted by the Eco-Reps that determined the chapter had 96.2 percent of recyclables in their recycling. The chapter associates this success to switching over to plastic cups.
- Psi Upsilon acquired three Minor Life Safety violations (cigarette butt, candles, and used cigar) and one Major Life Safety violation (opened security screen) this year. The committee considers this an area in need of significant improvement.

Chapter Development Question for 2017-2018:

- **How can Psi Upsilon be more proactive in sharing expectations of facility-use to prevent facility-related issues?**

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

Overall Rating

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

Psi Upsilon was intentional about addressing chapter development questions from last year and the success is evident. The committee commends the chapter on progress made in structuring both the academic plan and standards board. The comprehensive use of the standards board to include proactive expectation setting and recommitment to chapter membership requirements is innovative and a model that could serve as a best practice to propel our community forward. The committee recommends the chapter put plans in place to assess this practice in order to share future success widely. The committee pushes the chapter to think innovatively about how to implement holistic intellectual development for members and remain steadfast in their commitment to fight the status quo.

The Accreditation committee assigns Psi Upsilon 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

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- How can the chapter develop a more comprehensive approach to recruitment that fosters meaningful relationships with potential new members outside of the formal recruitment process?
- How can Psi Upsilon integrate more reflection opportunities into the chapter's service and philanthropy work?
- How can Psi Upsilon help its members develop intellectually outside of academics?
- How can Psi Upsilon be more proactive in sharing expectations of facility-use to prevent facility-related issues?

Best Practices

- Psi Upsilon continued their partnership with the Office of Gender Violence, Education and Support. Eight brothers helped organize and facilitate a program entitled "Off the Hook" for first-year students focused on definitions of sexual terms such as consent, reporting resources, etc. The committee considers this a best practice.
- Psi Upsilon developed the standards board into a more comprehensive system that serves as a check on the executive board, handles officer performance metrics and transitions, maintains and enforces chapter bylaws, mediates conflict within the chapter, and hears disciplinary cases. The standards board recently reviewed the chapter's rulebook to differentiate between current practices and out-of-date proposals. The committee considers this a best practice.
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