

## **CHI PSI**

Accreditation Report  
2017-2018

### **Leadership & Member Development**

- Chi Psi has built a strong partnership with Central Office. Members attended the Annual Convention, the Mid-Year Leadership Retreat and the Alpha Management Retreat (AMR). Five members of the executive board participated in AMR and completed a SWOT analysis in order to more effectively lead the chapter.
- Chi Psi incorporates lessons learned via athletics and translates those into the chapter experience. Members of the football team have integrated a championship culture within the chapter that promotes accountability, fun, and modeling the way. The committee commends Chi Psi on recognizing team membership as an asset.
- The committee recommends that the chapter engage members in leadership development opportunities outside of those provided by Central Office (i.e. Undergraduate Interfraternity Institute, LeaderShape, Association of Fraternal Leadership and Values annual conference).
- The committee is impressed with the extent of members' leadership in Lehigh football. One member served as the Captain of the 2017-2018 team. Additionally, members were recognized as All-American Second-Team Wide Receiver, Eastern College Athletic Conference First-Team Wide Receiver and a finalist for the Walter Payton Award.
- The chapter supported the Interfraternity Council's new member education guidelines and revamped their new member education plan. Additionally, the chapter's faculty advisor met with all of the new members to discuss time management and academic planning. The committee considers this a best practice.
- The committee recommends that the chapter formalize a membership development plan that includes learning beyond the new member education plan. This could include incorporating core areas from Central Office's Program for Excellence.
- Chi Psi has experienced an uptick in the amount of members that are interested in serving on the executive board. All of the positions were competitive during the elections process for the first time in a while. Chapter leadership attributes this to focusing on redistributing leadership across the chapter.
- 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. This is a repeated recommendation.

#### **Chapter Development Question for 2018-2019:**

- **How does Chi Psi sustain momentum in developing holistic leaders?**

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

### **Organizational Operations**

- The chapter standards board is utilized for issues involving social misconduct, lodge mistreatment and academic integrity. Chi Psi shared that there was not a need for the board

to adjudicate during the 2017-2018 year. The committee is concerned that the chapter is not using the board when there may be lower level opportunities to do so.

- Chi Psi followed a recommendation from Central Office to restructure the chain of command for non-executive leadership positions. The new plan allows the president to focus more on higher level conversations with the Interfraternity Council while providing more responsibility and purpose to other positions.
- The chapter executive board meets weekly and invites the general membership to attend. Chapter leadership believes this has led brothers to better understand the purpose of decisions made on behalf of the chapter.
- The committee commends the chapter for developing a functioning budget as well as a financial board. The chapter realized it was losing funds due in part to credit card transaction fees and began offering incentives for members to pay via e-check as a cost-savings alternative. Additionally, Chi Psi increased financial transparency with its membership through regular budget updates during chapter meetings.
- Chi Psi recruited and initiated 16 men between the fall and spring semesters. The chapter placed heavy emphasis on values-based recruitment, particularly leadership, commitment and integrity. Members communicated with sororities on campus in order to discover potential recruits that exhibit these values.
- The committee commends the chapter for utilization of the .5 system. This system matches a mentee to each of the executive board positions which serves as a transition process as well as distributes work across more members. However, the chapter appears to have implemented this “new initiative” multiple times over in previous years and the committee recommends taking the necessary steps to sustain this effort long-term.
- Chi Psi focused on generating buy-in from general membership through the development of point incentives for attending chapter meetings. The committee recommends expanding upon this and rewarding members for positive contributions to the chapter.
- The chapter has taken precautionary measures to ensure that social events are safe. Chi Psi operates a bar system with rotational duties for brothers and new members. The chapter has also strictly followed the hard alcohol ban put in place by the Interfraternity Council.

#### **Chapter Development Question for 2018-2019:**

- **How can the chapter update bylaws to ensure the continuation of new policy and procedures?**

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

#### **Community Service & Engagement**

- Chi Psi hosted Cocoa for a Cure in support of two brothers whose family members were diagnosed with cancer. Brothers accepted donations while handing out hot cocoa. This served as an opportunity for members of the community to share their stories and donate money to the American Breast Cancer Foundation.
- The committee appreciates the chapter reflecting on the purpose of service during the presentation. Chapter leadership elaborated on a goal of fostering a greater sense of community. The committee challenges Chi Psi to collaborate with the Community Service Office to think through opportunities to bring this to fruition.

- Chi Psi hosted a gathering for parents and alumni at the Lodge which brought almost 100 alumni back to campus to network with current members. Alumni also participate in the new member education and professional development of the chapter.
- The chapter co-hosted a FIFA tournament with the Lehigh E-Sports Association to fundraise for Victory House. This initiative served as a Lehigh After Dark event. The committee commends the chapter on collaborating with a group outside of the Greek community to provide social alternatives.
- Chi Psi received a noise violation through the Interfraternity Council Judicial Committee (IJC). The chapter was required to meet with executive members of the IFC to talk through what went wrong with the event and how Chi Psi could better manage risk for future events.
- The chapter participated in a new initiative, The Jared Box Project. Chi Psi compiled 40 shoe boxes filled with various toys and games for children in the ICU, emergency rooms, or chemotherapy clinics. These boxes were donated to St. Luke's Hospital.
- The chapter invited Officer Devery of the LUPD to the house to build a relationship with the chapter. This conversation was focused around educating brothers about law enforcement, health and safety, and ways to positively influence the South Bethlehem community.
- Chi Psi participated in many philanthropic and service initiatives hosted by other chapters including Alpha Epsilon Pi's South Bethlehem clean-up, Sigma Phi Epsilon's bench press competition, Kappa Delta's So You Think You Can Dance and Alpha Phi's football tournament.
- Chi Psi participated more in Relay for Life than in years past. The chapter was able to fundraise over \$1,220 which is double the amount the chapter pulled together last year. Chi Psi has already started brainstorming methods to better utilize social media platforms for fundraising purposes.

#### **Chapter Development Question for 2018-2019:**

- **In what ways can Chi Psi apply members' passion areas to meaningful service?**

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

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

- Chi Psi was ranked 13<sup>th</sup> out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 2.88, an increase of 0.08 from the spring 2017 semester. The 2.88 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi was ranked 13<sup>th</sup> out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 2.84, a decrease of 0.04 from the fall 2017 semester. The 2.84 GPA placed the chapter below the All Fraternity and All Greek average.
- Chi Psi's fall 2017 new member class ranked ninth out of nine Interfraternity Council chapters. Chi Psi had one new member for fall 2017 and grades are not reported for the chapters who have one member or one new member per FERPA. The new member class GPA was 2.78 for spring 2018 ranking 10<sup>th</sup> out of 15 Interfraternity Council chapters.
- Chi Psi had 10.6% of the chapter on the Dean's List in the fall 2017 semester and 13.3% on the Dean's List in the spring 2018 semester. Eight members also made the Patriot League Honor Roll.

- The committee commends Chi Psi on incorporating their faculty advisor, Professor Hinrichs, into chapter practices and looks forward to seeing how the chapter further develops this relationship.
- The chapter created an academic improvement plan that requires members under various GPA thresholds to obtain points. Points can be acquired by attending a study hall, visiting a professor during office hours, participating in a tutoring session, and receiving high performing grades on assignments. The committee recommends assessing the effectiveness of this plan.
- Chi Psi offers numerous scholarships to incentivize academic achievement. The chapter increased the amount of scholarships available this year to include the top 10 GPAs within the fraternity. Additionally, two members will be awarded for most improved GPA.
- The chapter places a heavy emphasis on new member academics. New members are expected to attend study hours every night at the chapter house. The committee recommends the chapter evaluate this requirement and think through the varying needs of academic coursework (i.e. rehearsal, studio hours).
- The committee recommends the chapter work to build a culture of curiosity and provide intellectual development outside of the classroom. Lehigh provides a number of programs that provide learnings centered on cultures, fine arts, etc.
- Chi Psi alumni closely work with the chapter in regards to professional development. An alumnus met with the new member class to discuss the beginning stages of career planning. He also connected various brothers to other alumni providing internship programs and job opportunities.

#### **Chapter Development Question for 2018-2019:**

- **How can the chapter further develop a culture of intellectual curiosity within Chi Psi?**

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

#### **Facilities Management**

- Chi Psi's common damages for the year were \$425.
- Chi Psi managed openings with no issues but Party Room was left a mess at closing. A personal mattress was left outside the house.
- Chi Psi passed life safety inspections and fire drills with zero violations.
- The chapter successfully met occupancy for both the fall and spring semesters.
- Chi Psi has established a strong relationship with Chef Kelly from Greek Kitchen Management. The chapter appreciates her hard work and uses her as a sounding board for happenings in the fraternity.
- Chi Psi paid to repair the support beams of the floors of the main living space after they were damaged at a registered event. The committee recommends reevaluating usage of particular areas within the facility.
- The chapter followed through on a goal to implement green initiatives. Chi Psi installed a steam table for the chef to use instead of disposable tray burners. The steam table is electric and prevents the chapter from purchasing up to 20 disposable tray burners a week.

- The chapter has sustained a positive relationship with the Office of Residential Services and works with them proactively to resolve issues.
- Chi Psi received a Disciplinary Warning after accepting responsibility for Respect for Community (Fire Safety or Other Life Safety Violations). Two smoke detectors were found covered in the party room. The chapter was assessed a \$500 fine.

#### **Chapter Development Question for 2018-2019:**

- **What final steps does Chi Psi need to take to eliminate life safety violations?**

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 2017-2018 Accreditation committee.**

Chi Psi had another successful year and continued to show improvement. The committee notes that the chapter's report and presentation reads much differently than in previous years. Chi Psi proves to be open to ideas and listening to recommendations. Looking forward, the committee recommends that Chi Psi incorporate campus resources into chapter practices and discover meaningful service opportunities. It is clear Chi Psi is devoted to building a culture of champions and if the chapter continues to follow through on goals and assess effectiveness of new initiatives, the men are well on their way.

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

#### **Chapter Development Questions**

- How does Chi Phi sustain momentum in developing holistic leaders?
- How can the chapter update bylaws to ensure the continuation of new policy and procedures?
- In what ways can Chi Psi apply members' passion areas to meaningful service?
- How can the chapter further develop a culture of intellectual curiosity within Chi Psi?
- What final steps does Chi Psi need to take to eliminate life safety violations?

#### **Best Practices**

- The chapter supported the Interfraternity Council's new member education guidelines and revamped their new member education plan. Additionally, the chapter's faculty advisor met with all of the new members to discuss time management and academic planning. The committee considers this a best practice.