

PHI SIGMA KAPPA

Accreditation Report

2017-2018

Leadership & Member Development

- Phi Sigma Kappa continued a legacy of strong Interfraternity Council (IFC) involvement. Ryan Kirton served as the IFC Recruitment Chair while Garrett Santini served as the IFC Community Service Chair for the 2017-2018 year. Additionally, Jacob Dooley served as one of the lead facilitators of Greek Allies, a student-led group educating the campus community on LGBTQIA identities, and was elected to the 2018-2019 IFC executive board.
- The chapter prides itself on members that are heavily involved on campus. Chapter members practice leadership in 32 unique organizations including Peer Health Advisors, club sports and Investment club. The chapter encourages members to utilize Pass-the-Gavel to share stories of involvement.
- The committee recommends that the chapter engage members in leadership development opportunities outside of those provided by Headquarters (i.e. Undergraduate Interfraternity Institute, LeaderShape, Association of Fraternal Leadership and Values annual conference).
- Phi Sigma Kappa supported the Interfraternity Council's new member education guidelines and revamped the new member education plan. Phi Sigma Kappa included the purpose of every event in the plan as well as built-in sessions to provide an overview of chapter functional areas. The chapter was more transparent than in year's past which led to a more robust and thorough new member education plan. The committee considers this a best practice.
- The committee recommends incorporating campus resources into leadership and transition workshops. The committee was disappointed with the depth of the diversity presentation led by brothers of the chapter. The chapter should more genuinely integrate inclusion and equity within these learning opportunities.
- The chapter had four executive board members attend the Phi Sigma Kappa National Conference. Members participated in leadership trainings and personal development specifically around self-care as a chapter leader. Additionally, six members attended the regional conclave convention to discuss best practices with brothers in similar positions. The committee commends the chapter on strong representation at regional and national conferences.
- Phi Sigma Kappa had a member recognized with a Tradition of Excellence-Living the Ritual award at the Fraternity and Sorority Leadership Awards. Nick Furgason received the award for his ability to go above and beyond to meet the needs of members which strongly aligns with the chapter's cardinal principle of character.
- The committee appreciates the chapter's transparency in falling short of integrating bLUeprint in membership development and recommends relying on members' leadership roles (i.e. Orientation Leaders and Coordinators) and Lehigh staff to better integrate bLUeprint, especially as it pertains to reflection.

Chapter Development Question for 2018-2019:

- **How can the chapter meaningfully integrate equity and inclusion into all facets of member development?**

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

Organizational Operations

- The committee appreciates that Phi Sigma Kappa responded to the abundance of alcohol-related incidents on campus. The chapter invited the Peer Health Advisors to present “Calling the Shots”, a program about risk management in regards to alcohol which included signs of acute alcohol overdose and what affects a person’s blood alcohol content.
- Phi Sigma Kappa utilizes a standards board. The chapter used this group to adjudicate a case involving a member that cut locks to the attic. The committee recommends more regular use of this board and further elaborating on this during the Accreditation process.
- Phi Sigma Kappa tracks members’ alignment with the organization’s cardinal principles through the chapter point system. Members must reach a minimum point threshold for each principle in order to attend formal. This process has allowed brothers to distinguish specific growth areas within their involvement. The committee considers this a best practice.
- The committee commends the chapter for addressing concerns around cost of membership and recommends that the chapter evaluate their market value and accessibility as it relates to attracting a diverse membership.
- Phi Sigma Kappa recruited only eight men during the 2017-2018 academic year. The chapter hosted a registration dinner in order to allow recruits the opportunity to talk with upperclassman about class recommendations and content. The committee recommends that Phi Sigma Kappa think about providing opportunities similar to the registration dinner during the fall semester as well.
- 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. The committee recommends evaluating the effectiveness of the Vice President of Recruitment role to ensure future recruitment success.
- The committee urges to the chapter to be aware that a potential implosion exists related to increasing the cost of membership, decreasing recruitment numbers, and multiple occupancy failures. Phi Sigma Kappa should develop a short and long term plan on how to address these issues.

Chapter Development Question for 2018-2019:

- **What resources can Phi Sigma Kappa readily take advantage of so that the organization can strategically plan?**

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

Community Service & Engagement

- Phi Sigma Kappa received a Disciplinary Warning after accepting responsibility for violating Respect for Community and Respect for the Law. The chapter hosted a large party that resulted in a citation from LUPD.
- Phi Sigma Kappa was placed on Disciplinary Probation through May 15, 2018 after accepting responsibility for violating Respect for Community (Social policy – Irresponsible Distribution of

Alcohol) and Respect for Self. The chapter hosted an event in which an underage student was served alcohol and later needed medical attention.

- The committee commends Phi Sigma Kappa's alignment of individual strengths with relevant tasks to successfully host their family weekend dinner, and suggests that the chapter capitalize on this type of process to ensure successful organization of future events.
- The chapter fundraised \$564 to sponsor a brother for the Lehigh Valley Polar Plunge. All proceeds of the event were donated to Special Olympics. The chapter has already started brainstorming ways to better fundraise and hopes to have more members participate in the actual plunge in the future.
- Phi Sigma Kappa hosted an alumni golf outing to build connections with alumni and utilize their knowledge of the professional world to provide networking and job advice. Each team was made up of three alumni and one undergraduate member. The committee recommends increasing participation of the active chapter.
- The chapter participates in a variety of initiatives hosted through the Community Service Office including Spooktacular and Adopt-A-Family. Phi Sigma Kappa sponsored a family of two, a young boy and his mother. The chapter reflected on this experience and connected learnings to the chapter's cardinal principles.
- Phi Sigma Kappa was distinguished with an Outstanding Philanthropic Effort award at the Fraternity and Sorority Leadership Awards for their Blue Light Ball. This event was in honor of Jeanne Clery and raised roughly \$10,000 for the Clery Center. The committee commends Phi Sigma Kappa for collaborating with alumni, the Office of Fraternity and Sorority Affairs and many others in the development of this new initiative.
- The chapter hosted the second annual family weekend dinner. The dinner served as a thank you to parents and families for continued support and also provided an opportunity to showcase the brotherhood. The committee recommends adding more structure to these efforts and allowing parents and families the opportunity to learn more about the chapter's operations and successes.
- The committee discerns that a majority of the community service mentioned in the report appears to be the chapter coming out to support individual brothers. The committee hopes to see Phi Sigma Kappa become more organizationally committed to a service cause, and follow through with engagement and philanthropy related to that cause as a group.

Chapter Development Question for 2018-2019:

- **How can Phi Sigma Kappa identify strategies to ensure service and philanthropy are chapter-wide initiatives?**

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 eighth out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.06, an increase of 0.06 from the spring 2017 semester. The 3.06 GPA placed the chapter above the All Fraternity average.
- Phi Sigma Kappa was ranked 10th out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.04, a decrease of 0.02 from the fall 2017 semester. The 3.04 GPA placed the chapter below the All Fraternity and All Greek average.

- Phi Sigma Kappa's spring 2018 new member class GPA was 3.19 ranking first out of 14 Interfraternity Council chapters.
- Phi Sigma Kappa had 36.1% of the chapter on the Dean's List in the fall 2017 semester and 16.3% on the Dean's List in the spring 2018 semester.
- The committee recommends the chapter look beyond the skills and knowledge of chapter members and seek out resources at Lehigh, including the Center for Academic Success and Center for Career and Professional Development, to develop brothers.
- The chapter invited Students Promoting Education and Knowledge (SPEAK) to facilitate a discussion with the chapter on gender, identities within the LGBTQIA community, and the concept of intersectionality. Additionally, the chapter hosted Greek Allies to engage in a dialogue around toxic masculinity and how this shows up in our community.
- Phi Sigma Kappa participated in a biannual scholarship dinner with Alpha Phi. Members of both organizations attended a presentation by Professor Kramp, followed by a dinner and awards presentation hosted by Phi Sigma Kappa. This event also served as an opportunity to announce Dean's List recipients.
- The committee recommends that the chapter increase efforts in academic and intellectual development through the use of a faculty advisor to address academic areas for growth. This is a repeated recommendation.
- Phi Sigma Kappa invited Break the Silence to give a presentation called Sex Toys. The chapter had about 25 members in attendance that engaged in a range of discussion topics including how to properly use sex toys, possible dangers of erotic practices and how to report gender violence. The committee commends Phi Sigma Kappa for providing educational experiences that men may not have chosen to participate in outside of the chapter. The committee considers this a best practice.
- The chapter sustained exploration of music and the arts through the "Album of the Week" initiative. Members nominate albums based on a chosen theme and then discuss the albums during chapter meals. The committee recommends the chapter make this a more robust intellectual development strategy including a wider range of topics for discussion.

Chapter Development Question for 2018-2019:

- **How can Phi Sigma Kappa better utilize Lehigh resources to enhance the academic development of the chapter?**

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

Facilities Management

- Phi Sigma Kappa had no common damages for 2017-2018.
- 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 did not successfully meet occupancy in both the fall or spring semesters. The committee recommends that the chapter establish live-in expectations with members moving forward.

- The committee recommends the chapter research and integrate green initiatives/sustainability efforts into facilities management. This is a repeated recommendation.
- The chapter sustained a strong relationship with the chapter's Assistant Director from the Office of Residential Services (ORS), Brooke Clayton. The house manager met with Brooke multiple times to learn how to be an effective liaison between the chapter and ORS.
- The committee is pleased that the chapter worked collaboratively with the ORS to determine the member who cut the attic locks and hold them accountable. However, the committee challenges chapter leadership to reflect on what culture exists that led a member to blatantly disregard policy.

Chapter Development Question for 2018-2019:

- **What responsibility do all chapter members have to help the fraternity meet occupancy?**

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

Overall Rating

Overall, Phi Sigma Kappa has been rated an Accredited chapter by the 2017-2018 Accreditation committee.

Phi Sigma Kappa had a successful year. However, the committee does not feel that the chapter performed at as high of a level as in years past. The committee challenges the chapter to focus on the details that diminish credibility (conduct violations) and close the loop on potential best practices (Blue Light Ball, holistic approach to Special Olympics, etc.). Phi Sigma Kappa should utilize the chapter development questions as well as Lehigh resources to strategically plan and make significant improvements in the areas of recruitment and intellectual mentorship. The chapter should be proud of their work while also thinking through the shifting of priorities necessary to reach the Accredited with Excellence level that the chapter is accustomed to.

The Accreditation committee assigns Phi Sigma Kappa 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 can the chapter meaningfully integrate equity and inclusion into all facets of member development?
- What resources can Phi Sigma Kappa readily take advantage of so that the organization can strategically plan?
- How can Phi Sigma Kappa identify strategies to ensure service and philanthropy are chapter-wide initiatives?
- How can Phi Sigma Kappa better utilize Lehigh resources to enhance the academic development of the chapter?
- What responsibility do all chapter members have to help the fraternity meet occupancy?

Best Practices

- Phi Sigma Kappa supported the Interfraternity Council's new member education guidelines and revamped the new member education plan. Phi Sigma Kappa included the purpose of every event in the plan as well as built-in sessions to provide an overview of chapter functional areas. The chapter was more transparent than in year's past which led to a more robust and thorough new member education plan. The committee considers this a best practice.
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