

PSI UPSILON

Accreditation Report
2017-2018

Leadership & Member Development

- Psi Upsilon brothers practiced leadership in a number of organizations outside of the chapter including Break the Silence, Ambassadors and the Indian Student Association. Additionally, a member served as the 2017-2018 Interfraternity Council Treasurer and another will serve as the 2018-2019 Interfraternity Council Secretary.
- 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 2018 semester. Additionally, he attended the Association of Fraternal Leadership & Values annual conference where he learned the importance of building partnerships across campus in order to make strides towards dismantling unhealthy cultures.
- The committee was disappointed in the chapter leadership's decision-making across this year as it relates to partnerships with unrecognized organizations. Psi Upsilon greatly jeopardized its legacy on campus by initially agreeing to allow former members of Sigma Chi to operate under the chapter's name and facility. The committee is not convinced the chapter has fully learned from this experience or understands the impact on members' sense of belonging within the organization.
- Psi Upsilon maintained participation in LeaderShape with four men attending the program during winter break. The chapter had the most members attend of any fraternity or sorority on Lehigh's campus. Those in attendance built various relationships that led to the "Campus Connector Party." While the committee applauds the chapter on sustaining relationships built at LeaderShape, they challenge Psi Upsilon to discover meaningful ways to build community outside of alcohol and parties.
- Five new members withdrew during the chapter's new member education period. The committee recommends the chapter think through how they are providing new members the opportunity to make meaningful connections with brothers as well as what separates Psi Upsilon from other fraternities on campus.
- Psi Upsilon continued their use of "Symposia" during chapter meetings which provides a brother with undivided attention as he shares reflections with the chapter. The purpose of this practice is to allow members to express opinions or concerns in order to generate challenging discussion afterwards.
- Psi Upsilon sustained their partnership with the Office of Gender Violence, Education and Support. Several brothers helped organize and facilitate a program entitled "Off the Hook" for first-year students discussing healthy sexual relationships, consent, and reporting gender violence and sexual assault. Based off reflections shared at the chapter's Accreditation presentation, the committee urges Psi Upsilon to gain a deeper understanding of the importance of supporting survivors rather than involvement for the sake of bettering the reputation of fraternities.
- The chapter hosted an assortment of brotherhood events including movie nights, Brother Jeopardy and Secret Santa. Some of these events also doubled as membership development opportunities such as Tea Time Tuesdays and Sherman's Survey Saturdays, an email blast asking thought-provoking questions where the chapter then convenes to review and digest results.

Chapter Development Question for 2018-2019:

- **How can the chapter go beyond a positional definition of leadership in order to develop leaders outside of officer roles?**

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

Organizational Operations

- The committee appreciates the chapter speaking to concerns around cost of membership and recommends that the chapter evaluate their market value and accessibility as it relates to attracting a diverse membership.
- The chapter further 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 is happy to see this process continued and considers this a best practice.
- Psi Upsilon utilized the standards board to develop two expectation documents. The first document is designed to lay out financial obligations of membership as well as ensure brotherhood participation in both internal and external programs. The second document outlines all expectations pertaining to risk management. The standards board plans to review these documents each year in order to make necessary changes.
- The chapter recruited and initiated 16 men during the spring semester. While this is the chapter's largest new member class in the last five years, the committee is appalled by the chapter's involvement in a recruiting event where first-year men were spun around and shoved into garbage bins. The committee recommends the chapter explore opportunities to engage in year-round values-based recruitment, less antics and horseplay, focused on authentic relationships with prospective members.
- Psi Upsilon focused on streamlining bi-weekly chapter meetings. In order to do so, chapter officers emailed the chapter any news or updates in advance of chapter meetings through a standardized format. This allows the chapter to have more robust discussions which leads to stronger communication and productivity.
- The chapter prioritized risk management this year by pulling these duties away from the Vice President and creating a separate role. However, the chapter did not articulate how they have implemented this change in either the report or presentation.
- Psi Upsilon researched best practices of other chapters in terms of organizational operations. As a result, the chapter developed a committee system for both philanthropy and recruitment. These volunteers serve as a brainstorming group in order to provide ideas and feedback to chapter officers.
- The chapter revamped their points to provide a more balanced system that fairly rewards brothers for chapter contributions. Points are now awarded for a larger variety of activities ranging from volunteering to help with event risk management to aiding brothers with their academics. This has led to more active participation of chapter members outside of those in formal positions.

Chapter Development Question for 2018-2019:

- **How can Psi Upsilon model the way in providing membership opportunities that are more accessible to a diverse student body?**

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

Community Service & Engagement

- Psi Upsilon continued their long-standing involvement in the Community Service Office's 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. This year the chapter added a photo booth to their traditional setup in order to help those participating remember their experience. As a collective, the chapter contributed over 100 hours of service to this one event.
- The committee as well as the Community Service Office staff were disappointed that the chapter did not seek to replace their involvement in the Fountain Hill after-school program once it ceased operation. Partnerships in the local community are built upon trust and are incredibly difficult to re-establish.
- The chapter hosted Psi Unami, a concert led by The Happy Fits to benefit the American Cancer Society. The brothers raised over \$300. The committee recommends thinking through costs associated with putting on the event versus funds raised.
- Psi Upsilon actively participates in other organizations' philanthropies. This year the chapter chose to engage in both Kappa Delta's So You Think You Can Dance and Zeta Tau Alpha's Pink Week raising money for Prevent Child Abuse America and breast cancer awareness respectively.
- The chapter participated in a number of community-wide initiatives including volunteering for Diversity Achievers Program, raising \$500 for Relay for Life to benefit the American Cancer Society, and purchasing approximately \$600 in holiday gifts for the Adopt a Family program.
- Psi Upsilon followed the committee's recommendation from the previous year to look into more comprehensive alumni engagement opportunities. With the help of the Goodale Literary Association, the chapter developed a newsletter to share outward. Additionally, Psi Upsilon updated chapter bylaws to include alumni outreach in multiple officer's responsibilities.
- Psi Upsilon received a Disciplinary Warning after being found responsible for Respect for Community—fire safety or other life safety violations. A covered smoke detector was discovered in the dining room.
- Psi Upsilon hosted a "Campus Connector Party" with nine organizations on campus including the National Society of Black Engineers and Latino Student Alliance. A member of the chapter was honored with the Pathfinder Award by the Community Service Office for his ability to leverage relationships built at LeaderShape in order to coordinate this event.
- The chapter piloted an educational sanction developed by the Interfraternity Council as a result of a racially-motivated incident that occurred between non-members at a chapter event. Psi Upsilon was tasked with providing a presentation to the community on racial discrimination as it relates to Lehigh's campus. The chapter successfully navigated this sanction and collaborated with multiple faculty and staff in order to do so.

Chapter Development Question for 2018-2019:

- **How can the chapter regain momentum in order to cultivate meaningful service opportunities within the local community?**

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

Academic & Intellectual Advancement

- Psi Upsilon was ranked sixth out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.10, an increase of 0.25 from the spring 2017 semester. The 3.10 GPA placed the chapter above the All Fraternity average.
- Psi Upsilon was ranked second out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.16, an increase of 0.06 from the fall 2017 semester. The 3.16 GPA placed the chapter above the All Fraternity average.
- Psi Upsilon's spring 2018 new member class GPA was 3.14 ranking third out of 14 Interfraternity Council chapters.
- Psi Upsilon had 18.9% of the chapter on the Dean's List in the fall 2017 semester and 21.6% on the Dean's List in the spring 2018 semester.
- The chapter hosted its biannual professors' appreciation dinner in order for brothers to thank faculty for their service as well as engage them in a setting outside of the classroom. The committee recommends crowdsourcing faculty invite recommendations in order to fully take advantage of this opportunity.
- 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. This is a repeated recommendation from last year.
- Psi Upsilon is a member club of Lehigh's Global Union. Through this membership, the chapter hosted a Pakistani culture night which allowed a chapter member to share his customs and traditions. The chapter also created a Global Union Chair in order to sustain this relationship. The committee is concerned that participation in the Global Union has waned.
- The chapter collaborated with the Center for Academic Success in order to develop an Eta Ambassador Program, an academic plan to both train mentors and assist brothers on academic probation. The committee is happy to see Psi Upsilon follow through on a previous recommendation and looks forward to seeing the plan in action in the year ahead.
- Psi Upsilon requires that new members study Monday through Thursday from 7-11pm unless they have a club meeting, sports practice, or other scheduling conflict. The committee recommends the chapter reconsider this requirement and think through the varying needs of academic coursework (i.e. rehearsal, studio hours).
- Psi Upsilon utilizes positive incentives for outstanding academic performance. Scholarships are awarded to members based on highest chapter GPA, most improved GPA, and highest GPA in respective member classes. Additionally, the chapter initiated a 3.0 Challenge that acknowledges members that consistently perform well.

Chapter Development Question for 2018-2019:

- **How can the chapter utilize existing networks to explore intellectual curiosity as a collective?**

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

Facilities Management

- Psi Upsilon had no common damages for 2017-2018.
- Psi Upsilon managed openings with no issues but left multiple pieces of personal furniture and other items in the house at closing.
- Psi Upsilon received a Major Life Safety violation (covered smoke detector). While any Life Safety violation is unacceptable, this is a major improvement from last year. The committee recommends further establishing expectations of facility-use with members.
- The chapter did not successfully meet occupancy in both the fall and spring semesters. The committee recommends that the chapter establish live-in expectations with members moving forward. The chapter has little time to resolve this issue, and the committee believes the chapter must act with urgency.
- 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 fifth consecutive year and won the Most Unexpected award. A member of Psi Upsilon also acted as an emcee for the event.
- The chapter participated in a waste audit conducted by the Eco Reps that determined Psi Upsilon had 100% recyclables in their recycling containers. This effort is sustained through presentations by the Eco Reps during new member education.
- The chapter's Eco-Rep regularly attends meetings and events and brings the information back to the chapter. He removed all Styrofoam from the chapter facility and made a push to stop purchasing single-use eating utensils.

Chapter Development Question for 2018-2019:

- **What opportunities exist for Psi Upsilon to resolve occupancy issues outside of placing the burden on recruitment success?**

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

Overall Rating

Overall, Psi Upsilon has been rated an Accredited chapter by the 2017-2018 Accreditation committee.

Psi Upsilon has a long and proud history of high performance that suggests the chapter has the ability to provide a meaningful and engaging experience; however, the chapter barely met minimum expectations this year. The chapter prides itself on not being the stereotypical fraternity, but was found at the center of conflicting behaviors this year (i.e. racially motivated incident, partnerships with unrecognized groups). The chapter appears to be at a pivotal turning point in which it can reassess the "why" behind actions and self-correct or slip backwards and go through the motions without purpose. The committee urges Psi Upsilon to recommit to their legacy of fighting 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 successful and is an active contributor to the Greek and Lehigh communities.

Chapter Development Questions

- How can the chapter go beyond a positional definition of leadership in order to develop leaders outside of officer roles?
- How can Psi Upsilon model the way in providing membership opportunities that are more accessible to a diverse student body?
- How can the chapter regain momentum in order to cultivate meaningful service opportunities within the local community?
- How can the chapter utilize existing networks to explore intellectual curiosity as a collective?
- What opportunities exist for Psi Upsilon to resolve occupancy issues outside of placing the burden on recruitment success?

Best Practices

- The chapter further 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 is happy to see this process continued and considers this a best practice.