

PHI SIGMA KAPPA

Accreditation Report

2018-2019

Leadership & Member Development

- Phi Sigma Kappa was intentional in incorporating the bLUeprint curriculum into its leadership program. Members were educated on the foundations for student success through their Leadership Workshop Series and discussed their strengths and weaknesses within each area.
- Phi Sigma Kappa members are heavily involved across campus to include membership and leadership roles in various organizations, including Greek Allies, the Brown and White and Marching 97, among many others.
- The chapter highlighted the diversity within the group based on their members' involvements. The committee recommends that the chapter delves deeper into its diversity as a group and further explore what members learn from their involvements and from each other about who they are and what makes them the same or different from each other.
- The chapter members were heavily involved in intramural sports and noted this involvement as an opportunity to not only encourage good sportsmanship, but to strengthen communication and leadership skills in a new environment.
- Phi Sigma Kappa noted their need to expand and seek out new members, thus making their new member education a focal point for the year. The chapter reviewed its new member education plan, assessing its alignment with the chapter's goals and values. Changes were made to events that did not align with their goals.
- The chapter recognized that larger events could be overwhelming for new members and thus made events smaller by design in order to help people get to know each other. Per new members, the overall experience was positive and valuable.
- The committee commends chapter efforts to reevaluate its membership and actively identify and recruit members who are committed to the success of the organization.

Chapter Development Question for 2019-2020:

- **How can the chapter further its efforts to strengthen membership within its organization and the Greek community as a whole?**

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

Organizational Operations

- Phi Sigma Kappa made changes to its bylaws to include the creation of the Health and Fitness Chair position whose focus is to assist members in making healthier choices.
- Phi Sigma Kappa noted the cost per member each semester was \$3300, which was an increase from years' past. The chapter noted a loss of revenue totaling more than \$17,000 due to the loss of membership. The committee appreciated the chapter's efforts to hold members accountable to the Standards Board as it resulted in the loss of one member.
- Phi Sigma Kappa took steps to cut spending where possible given their decrease in revenue. The committee recommends that the chapter reach out to their alumni for their guidance and

expertise in budgeting, as an example, with a reminder that the chapter does not have to address these issues alone.

- Phi Sigma Kappa wanted to foster more genuine connections with potential new members during the recruitment process. Their major activities were guided by their cardinal principles: Promotes Brotherhood, Stimulate Scholarship and Develop Character.
- Phi Sigma Kappa hosted a Registration Dinner and paired current members with potential new members of the same academic college with the expectation that current members can provide insight about courses and the overall registration process.
- The chapter utilized a new software program that enabled them to better communicate with potential new members during the recruitment process. Utilization of this software resulted in members having more time to plan chapter events, as well as the ability to share information with the chapter membership about updates regarding the recruitment process.
- Phi Sigma Kappa acknowledged their hazing violations and current discipline status of deferred dissolution. The chapter is committed to working with the Office of Fraternity and Sorority Affairs and the Dean of Students Office as a whole to develop a new member education plan.

Chapter Development Question for 2019-2020:

- **What structures can Phi Sigma Kappa put in place to sustain itself given the confluence of rising membership costs, decreased recruitment numbers and low occupancy?**

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

Community Service & Engagement

- Phi Sigma Kappa was purposeful in increasing its involvement in campus service events to including partnerships with Kappa Delta and Theta Chi for “So You Think You K&N Dance” and “Hawks Go Bald,” respectively. The latter raised over \$600 for pediatric cancer research.
- The chapter partnered with Kappa Alpha Theta for “Candyland for CASA”, an organization that supports children in the foster care system.
- Phi Sigma Kappa participated in the Lehigh Valley Polar Plunge and assisted with the Celtic Classic 5K. Proceeds from both events supported the Special Olympics.
- Phi Sigma Kappa participated in Relay for Life, raising over \$1600 for the American Cancer Society.
- The chapter supported the Adopt-A-Family program and provided gifts for a needy family during the holiday season. Chapter members were involved throughout the process, from purchasing and wrapping gifts to attending the formal event when the gifts were exchanged with families.
- Phi Sigma Kappa began volunteer work in February, 2019 with Victory House, which is a homeless shelter located in South Bethlehem, where chapter members cooked meals for the residents. The event was considered a success and the chapter was invited to return at a future date.
- Phi Sigma Kappa volunteered at the Second Harvest Food Bank of the Lehigh Valley, which serves 60,000 people monthly and distributes millions of pounds of food each year.

- Phi Sigma Kappa hosted the first Blue Light Ball to honor Jeanne Clery, a former Lehigh student. The event raised over \$10,000 for the Clery Center, which is a non-profit organization that works with colleges and universities on campus safety. Given the success of the inaugural event, the Blue Light Ball has become a yearly event for the chapter. The committee strongly recommends that the chapter meet with Gender Violence Education and Support to restructure the event, create points for entry for partnerships and collaborations, and subsequently raise more money for the cause.
- The committee appreciates the chapter's efforts in community service, but notes that much of their service is off-campus. The committee recommends that the chapter consider more on-campus service opportunities. To that end, the committee also recommends that the chapter connect with the Community Service Office regarding partnerships as a means to work collectively and more strategically.

Chapter Development Question for 2019-2020:

- **How can Phi Sigma Kappa expand its work beyond current efforts to ensure sustainability and connection with the community in a meaningful way?**

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 11th out of 13 Interfraternity Council chapters in the fall 2018 semester with a GPA of 3.00, a decrease of 0.04 from the spring 2018 semester. The 3.00 GPA placed the chapter below the All Greek and All Fraternity average.
- Phi Sigma Kappa was ranked 10th out of 13 Interfraternity Council chapters in the spring 2019 semester with a GPA of 3.11, an increase of 0.11 from the fall 2018 semester. The 3.11 GPA placed the chapter below the All Fraternity and All Greek average.
- Phi Sigma Kappa's fall 2018 new member class GPA was 3.12 ranking first out of 10 Interfraternity Council chapters. Phi Sigma Kappa's spring 2019 new member class GPA was 3.04, ranking fifth out of 13 Interfraternity Council chapters.
- Phi Sigma Kappa had 26.5% of the chapter on the Dean's List in the fall 2018 semester and 18.9% on the Dean's List in the spring 2019 semester.
- The chapter hosted a Greek Allies meeting during the fall semester. The discussion centered on inclusivity and how to address situations when challenges arise. Phi Sigma Kappa also invited SPEAK (Students Promoting Education and Knowledge) to the chapter house in the spring semester to discuss identity development and the meaning of the LGBTQIA+ letters. Both programs were a means to strengthen the chapter's ally with members who identify as LGBTQIA+, as well as the larger university community.
- Phi Sigma Kappa invited Jason Schiffer, Chief of the Lehigh University Police Department, for a discussion with the chapter regarding how they can partner together to build a safe Lehigh community. At this event, brothers were able to ask questions and share concerns about the university community. Twenty-five members were in attendance during this fall program.
- The committee commends the chapter's effort to expand their programming beyond music appreciation as recommended through the 2017-2018 Accreditation panel, yet there is room for continued growth in this area.

- Phi Sigma Kappa wanted to strengthen their alumni relationship and invited two alumni for a career information session where these men spoke to current upper-class members of the chapter about their career paths, as well as tips for job searching and interviewing.
- The committee recommends that the chapter incorporate Lehigh academic support resources into their approach to academic advancement and ultimately develop a scholarship plan. The committee is disappointed that this is a repeated recommendation that has not been significantly addressed.

Chapter Development Question for 2019-2020:

- **How can Phi Sigma Kappa 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 **Unaccredited Chapter**.

Facilities Management

- Phi Sigma Kappa's common damages for the year were \$140.50.
- 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 successfully met the 90% occupancy standard for the fall 2018 semester, but not for the spring 2019 semester.

Chapter Development Question for 2019-2020:

- **What can Phi Sigma Kappa do more effectively to 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 2018-2019 Accreditation committee.

Phi Sigma Kappa has made progress this year. That said, the committee is concerned about the minimal and/or lack of use of campus resources that can be instrumental in strengthening its efforts within the chapter and university community. The committee strongly encourages Phi Sigma Kappa to attend to and address the chapter development questions as it moves forward in being a successful contributor to the university community.

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 further its efforts to strengthen membership within its organization and the Greek community as a whole?
- What structures can Phi Sigma Kappa put in place to sustain itself given the confluence of rising membership costs, decreased recruitment numbers and low occupancy?
- How can Phi Sigma Kappa expand its work beyond current efforts to ensure sustainability and connection with the community in a meaningful way?
- How can Phi Sigma Kappa utilize Lehigh resources to enhance the academic development of the chapter?
- What can Phi Sigma Kappa do more effectively to meet occupancy?