

Chi Phi

Accreditation Report
2021-2022

Leadership & Member Development

- Chi Phi has a structured new member education timeline of 7 meetings, all based around the main topic of education pertaining to the organization.
- The Chapter has an established Diversity, Equity and Inclusion (DEI) position in the organization, which does not solely focus on race and ethnicity, but on many of the other intersections pertaining to inclusive practices and language.
- Chi Phi remained very involved in IHQ programming, especially during the academic year 2021-2022 as the chapter celebrated 150 years of Greek life at Lehigh.
- The chapter has conducted collaborative events with other organizations outside IFC and Panhel.
- The panel has an appreciation of connections with and utilization of campus resources.
- Chi Phi has a strong relationship with the faculty advisor and alumni to support leader and member development. Alpha Delta program for officer transitioning strategy, of shadowing the potential members of the new executive board and a period of shadowing after the election cycle is a great program.
- The chapter should consider implementing the DEI conversation in new member education.

Chapter Development Questions for 2022-2023:

- In what ways could the chapter more clearly demonstrate/speak to your commitment to advancing work in diversity, equity, and inclusion?
- What is the next step in the chapter's DEI efforts? How does the chapter move forward in implementing what you've learned?
- How can the chapter find ways to highlight learnings garnered from programs and workshops?

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

Organizational Operations

- The chapter has stuck to a budget and has been transparent by reviewing finances with members.
- The chapter regularly updates bylaws when deemed appropriate, the chapter also adheres to and follows IHQ policies and procedures.
- The chapter has committed resources to support payment plans for members.
- The use of Google calendar is a good organizational tool to keep members up to date with information.
- The chapter has outlined the organization's values and goals appropriately.
- The chapter has been consistent in the use of resources to support operations.
- The concept of "working off" fines doesn't feel like an equitable response to members who have varying financial means and should be reconsidered.

- Developing a DEI plan would be a way to continue work already started over this year, the chapter should build on their successes and create a structured plan, and incorporate yearly/semesterly goals for this effort as was done when developing overall chapter goals.

Chapter Development Questions for 2022-2023:

- In what ways could the chapter rethink fines to create a non-monetary response for members who might not have adequate funding?

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

Community Service & Engagement

- The chapter has an understanding and has offerings and engagement in both service and philanthropy.
- Chi Phi has shown strong alumni engagement, the organization appears to have gone out of its way to engage with different offices/resources the panel is impressed by the variety of causes with which they've been involved.
- The panel commends the work around harm done, the chapters efforts showed comfort in discussing recent allegations, which demonstrated they've been doing work and processing.
- The chapter should think about why they only commit 10 hours per academic year for service, more can be done.
- The chapter should think about the orientations the Community Service Office (CSO) holds before all programs, a concerted effort in this type of pre-thought before programs would be a great addition.

Chapter Development Questions for 2022-2023:

- How can the chapter infuse the WHY of service into the organization?
- Are authentic and sustainable relationships being cultivated with peers through engagement with other organizations?

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

Academic & Intellectual Advancement

- Chi Phi was ranked fifth out of 12 Interfraternity Council chapters in the fall 2021 semester with a GPA of 3.20, a decrease of 0.24 from the spring 2021 semester. The 3.20 GPA placed the chapter below All Greek, but above All Fraternity and All IFC averages.
- Chi Phi was ranked ninth out of 12 Interfraternity Council chapters in the spring 2022 semester with a GPA of 3.22, an increase of 0.02 from the fall 2021 semester. The 3.22 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Chi Phi's fall 2021 new member class GPA was 3.18 ranking second out of six Interfraternity Council chapters.
- Chi Phi's spring 2022 new member class GPA 2.96 ranking ninth out of 12 Interfraternity Council chapters.
- Chi Phi had 27.7% of the chapter on the Dean's List in the fall 2021 semester and 22.6% on the Dean's List in the spring 2022 semester.
- Chi Phi has developed network and career development programs with its faculty advisor and alumni.
- The chapter utilizes resources from the Center for Academic Success.

- Chi Phi hosts an academic dinner to honor strong performance which has served as a positive reinforcement for members to do well.
- The chapter creates a chapter exam schedule so that members can hold each other accountable for their academics.

Chapter Development Questions for 2022-2023:

- How can the chapter focus on innovative strategies to support support members struggling academically and/or with mental health?

In the area of **Academic & Intellectual Development**, the committee rated Chi Phi to be an **Accredited chapter**.

Facilities Management

- Chi Phi had one common damage for 2021-2022.
- Chi Phi managed openings and closings with no issues.
- Chi Phi passed life safety inspections and fire drills with zero violations.
- There are practices in place by the chapter, members know procedures and have a positive report from Housing Services, and there is genuine care for the chapter facility.
- Chi Phi has worked with Eco-Reps to establish and lead sustainability efforts.
- The chapter has done well in identifying ways to make small changes to improve the house experience.
- Chi Phi does an excellent job of utilizing its facility to host Lehigh faculty and staff for meals and to host guest speakers, including other student organizations. This is a best practice.

Chapter Development Questions for 2022-2023:

- In what ways can the chapter use the chapter facility to continue to support the wellness of members?

In the area of **Facilities Management**, the committee rated Chi Phi to be an **Accredited with Excellence Chapter**.

Overall Rating

Overall, Chi Phi has been rated an Accredited with Excellence chapter by the 2021-2022 Accreditation committee.

Chi Phi has done a great job in making the corrections from their previous chapter's year-end report. Chi Phi has been at the forefront of many conversations, for better or worse, and has established itself as a chapter that is willing to put itself out there. Chi Phi celebrated 150 years of Greek life at Lehigh and in doing so has undergone a transformative experience throughout the 2021-2022 academic year. Chi Phi has embraced tough conversations around DEI and designed programmatic efforts to cultivate a culture of open dialogue within the chapter, coupled with an overhaul and detailed look at their financial outlook, and became more transparent. Chi Phi has shown itself to be forward-thinking and adaptable, the chapter showed great balance in utilizing its national headquarters and university resources. Chi Phi has made monumental strides; the question is can Chi Phi continue and maintain this upward trajectory.

The Accreditation committee assigns Chi Phi an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!

Chapter Development Questions

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- What is the next step in the chapter's DEI efforts? How does the chapter move forward in implementing what you've learned?
- How can the chapter find ways to highlight learnings garnered from programs and workshops?
- In what ways could the chapter rethink fines to create a non-monetary response for members who might not have adequate funding?
- How can the chapter infuse the WHY of service into the organization?
- Are authentic and sustainable relationships being cultivated with peers through engagement with other organizations?
- How can the chapter focus on innovative strategies to support support members struggling academically and/or with mental health?
- In what ways can the chapter use the chapter facility to continue to support the wellness of members?

Best Practices

- Implementation of yearly and semester goals, along with pillars and actions tied to goals.
- Chi Phi does an excellent job of utilizing its facility to host Lehigh faculty and staff for meals and to host guest speakers, including other student organizations. This is a best practice.