

Phi Sigma Kappa

Accreditation Report

2021-2022

Leadership & Member Development

- The chapter's accreditation report did not touch on any of the metrics in this area.
- The chapter's accreditation report submitted and accreditation presentation were not the same. In the presentation, the chapter went step by step with the rubric and provided no justification or proof of the completion of items in the difference metric areas.
- The new member education plan the chapter submitted during accreditation was different than the one submitted to the university demonstrating that the chapter minimally does not consistently follow a formal new member education plan, or deviates from the plan submitted.
- One of the chapter's new member education events was a new member 'roast' which was made, and written in the description, to intentionally embarrass and pick fun at new members in front of the whole chapter. The only reason this event did not take place was because of OFSA intervention.
- The chapter had no member development plan outside of new member education.
- Phi Sigma Kappa was unable to speak to the organization's mission, vision, and values of the organization.
- The President and Vice President attended Phi Sigma Kappa's 2022 Officer Conclave in St. Louis and other officers attended virtual IHQ training.
- 78.04% of chapter members are involved with other clubs and organizations on campus.
- Phi Sigma Kappa did not have an officer transition process and did not do officer elections on a set timeline. A few weeks into the Spring 2022 semester the chapter decided a week before they held elections that they wanted to have new officers after one semester with the current officers.
- The chapter has no position or representative for DEI and the chapter does not include DEI in their new member education plan.
- The chapter did not host any trainings, workshops, or series in relation to DEI topics. The chapter incorrectly reported attendance at the Blackballed: A Lecture on Campus Racism (required at least 50% by IFC, the chapter had 36%), and noted attendance at a Lehigh led-town hall which is not a chapter hosted event.

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

Organizational Operations

- The chapter did not begin writing their accreditation report until 24 hours before it was due, they have known about the accreditation timeline since November of 2021.
- The chapter referenced their main governing documents being their previous years accreditation report, documents from nationals (specifically position descriptions for the executive board), and the budget from the previous year; none of these are governing documents. Between the report being submitted and the chapters presentation, the chapter 'found' the bylaws and governing documents demonstrating that they do not use them.
- The chapter did not provide any information about their financial stability and was not fiscally transparent; the continuous mention and discussion of 'social' dues without the ability to outline what they are is concerning.
- The chapter does not communicate OFSA, Code of Conduct, or Lehigh policies to members.

- The chapter has a judicial process in name but did not provide any examples of how it is used or implemented. The chapter seems to only use the judicial board as a means to enforce payment of national and 'social' dues.
- The chapter has a small number of officers actually leading the organization, demonstrating that there is not a shared investment or responsibility across the organization.
- The chapter states that they utilize a values-based recruitment process but was unable to speak to how they use values in recruitment. The chapter stated if they are a 'good person' and a 'good fit' as the values they look for.
- The organization does not participate in goal setting.
- The chapter does not have plans to partner with campus resources, nationals, and/or external partners to produce a completed DEI plan.

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

Community Service & Engagement

- The chapter stated that community service/philanthropy is 'encouraged' demonstrating that there is no meaningful standard.
- The chapter participated in Spooktacular and members caused strain on the organizers for not wearing masks and not being engaged with the kids.
- The chapter raised a commendable amount of money for Relay for Life.
- The chapter did not do direct service as an organization.
- The chapter has been found responsible for multiple Code of Conduct violations.
- The chapter did not host any chapter-specific philanthropy events; the chapter stopped hosted its signature Blue Light Ball which they held even through the pandemic.
- The chapter has not been able to meaningfully identify the issues facing the chapter and make plans to move forward; in particular the chapter has looked for ways to get around sanctions and continue to host social events.
- The chapter mentioned having parties with Latin house and sports teams as a way to partner with other organizations. This is concerning as Latin house is not a student organization, varsity sports cannot host events with alcohol, and parties are not a way to meaningfully connect.

In the area of **Community Service & Engagement**, the committee rated Phi Sigma Kappa to be an **Unacceptable Chapter**.

Academic & Intellectual Advancement

- Phi Sigma Kappa was ranked fourth out of 12 Interfraternity Council chapters in the fall 2021 semester with a GPA of 3.25, an increase of 0.04 from the spring 2021 semester. The 3.25 GPA placed the chapter below All Greek, but above All Fraternity and All IFC averages.
- Phi Sigma Kappa was ranked seventh out of 12 Interfraternity Council chapters in the spring 2022 semester with a GPA of 3.23, a decrease of 0.02 from the fall 2021 semester. The 3.23 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Phi Sigma Kappa's fall 2021 new member class GPA was 2.94 ranking fourth out six Interfraternity Council chapters.
- Phi Sigma Kappa's spring 2022 new member class GPA was 2.91 ranking tenth out of 12 Interfraternity Council chapters.

- Phi Sigma Kappa had 31.7% of the chapter on the Dean's List in the fall 2021 semester and 28.0% on the Dean's List in the spring 2022 semester.
- The chapter did not reference any academic plan.
- The chapter does not do any programming to promote intellectual development or professional exploration.

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

Facilities Management

- Phi Sigma Kappa had no common damages for 2021-2022.
- Phi Sigma Kappa managed openings and closings with no issues.
- Phi Sigma Kappa had multiple life safety violations, including willfully disability the smoke detection system and smoking policy.

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 Unacceptable chapter by the 2021-2022 Accreditation committee.

Phi Sigma Kappa submitted an accreditation report outlining evidence of multiple violations of the following University policies: Anti-Hazing Policy, Recognition Policy, Student Organization Events with Alcohol Policy, and the Lehigh University Student Code of Conduct. Staff members from the Office of Fraternity and Sorority Affairs met with the chapter to discuss the policy violations submitted and recommended the chapter address them directly in their accreditation presentation. The chapter instead avoided addressing the violations and intentionally changed and provided false information to the accreditation panel. The lacking sense of urgency and responsibility to take ownership over organizational issues is an example of Phi Sigma Kappa's disregard to concerns for the chapter.

The drastic shift in membership of Phi Sigma Kappa in the past two years directly influenced the chapter's performance. It is clear that current members do not identify with the mission, vision, or values of Phi Sigma Kappa. In the past academic year, the chapter has not provided any educational programming to its members outside of required IHQ or OFSA programs, they have not held any chapter-led community service or philanthropy events, and they were unaware of any existing governing documents. The emphasis the organization places on social events inhibits the chapter's success in other areas; the chapter references having parties with groups outside of Greek life as a way to increase diversity efforts in the chapter. Not having any foundation for the fraternity to build off of has prevented Phi Sigma Kappa from contributing positively and meeting the minimum expectations of Greek organizations at Lehigh University.

The Accreditation committee assigns Phi Sigma Kappa an overall rating of Unacceptable. The chapter has failed to meet basic minimum expectations set forth by Lehigh University. The chapter is not successful in most or all metrics and makes no effort to meaningfully contribute to the Greek and Lehigh Communities. A chapter that receives an Unacceptable rating immediately loses University recognition and access to group housing.