

## Chi Phi

Accreditation Report  
2022-2023

### Leadership & Member Development

- Chi Phi cultivates strong leadership skills, encourages a sense of belonging, promotes lasting friendships, and provides a comprehensive experience for all members. The fraternity's values are centered on developing better men through truth, honor, and personal integrity. Members can contribute to the mission through various leadership positions.
- The fraternity follows a formal process for electing new officers. This process includes a shadowing program, officer meetings with the Chi Phi HQ advisor, and Briarfield meetings with alums.
- Chi Phi has a diversity, equity, and inclusion plan that includes DEI meetings, gender violence training, diversity peer educators, and LGBTQ+ support education.
- Chi Phi places great importance on Continuing Membership Education, reflected in their wide range of seminars and presentations. These cover mental health, hazing prevention, water sustainability, CPR training, and a seminar collaborating with RAINN to help men become better individuals.
- There is a high level of involvement among the members of Chi Phi on campus, with a significant 77% of them participating in other organizations. These organizations span various domains, such as sports clubs, cultural societies, and academic groups. The members are dedicated to exploring diverse interests and making the most of their time on campus.

### Chapter Development Questions for 2023-2024:

- What steps can Chi Phi take to improve its New Member Education program to foster a greater appreciation for diversity, equity, and inclusion and actively empower new members to support Chi Phi's mission?
- How can Chi Phi enhance member engagement, campus organization, and club participation? This will help to strengthen the sense of community and provide more leadership opportunities. What strategies can be implemented to achieve this goal?
- How can Chi Phi enhance its Continuing Membership Education program to cover more crucial subjects and equip its members with valuable abilities and knowledge to aid them in their personal and professional lives beyond the organization, such as mental health practices, career development, and financial awareness seminars or workshops?

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

### Organizational Operations

- Chi Phi fraternity has improved its recruitment over the past two years through values-based recruitment, increased training for recruitment officers, inclusive efforts, and fall new member recruitment.
- In fall 2022, the fraternity recruited six new members, the second-largest among IFC fraternities, and in spring 2023, it recruited 25 new members, the second-largest among IFC fraternities.
- Various events were organized during formal recruitment, including virtual meetings, pool, poker, and closed dinners with potential new members. Additionally, three open events were held in the fall semester.
- The chapter's financial status is strong because they have managed to stay within their budget. They also receive a 5% discount on insurance and reduced member dues by making timely payments.
- In addition, they schedule weekly reports and biweekly meetings with the national financial advisor. The Standards Board promotes accountability by holding brothers responsible with fair consequences during their weekly meetings. It's worth noting that monetary penalties are no longer in place.
- Communication is consistent and occurs with national and alumni advisors through social media platforms, Google Calendar, and Drive.

- The chapter completed Chi Phi HQ's accreditation process and received five awards at the National Congress, which included the Outstanding Community Service Award and the William M. Byrd Alumnus of the Year award.
- The chapter's IHQ advisor helps set yearly goals and objectives. The fraternity surpassed its recruitment goal of four PNMs by recruiting six new members during the fall.

#### **Chapter Development Questions for 2023-2024:**

- What steps can Chi Phi take to enhance its recruitment strategies and consistently attract new members, ultimately improving its ranking among IFC fraternities?
- What other strategies can Chi Phi adopt to improve financial management, increase savings, reduce dependence on external sources, and ensure the long-term stability of the chapter?
- What can Chi Phi take to improve its communication methods and platforms to effectively and efficiently share information, engage members, and involve alums in chapter activities?
- To reach a 10% savings target for unexpected expenses, what actions can Chi Phi take to enhance its financial management?

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

#### **Community Service & Engagement**

- The Chi Phi fraternity strongly emphasizes community service and philanthropy, which the Philanthropy Chair and Co-Chair oversee.
- The required service hours have been increased from 10 to 15. It's worth noting that 96% of brothers have successfully met this requirement, while 54% have even exceeded it.
- The fraternity aims to match its charitable work with Chi Phi's mission and values, benefiting the community and its members' personal growth.
- The fraternity engages in community service activities such as weekly tutoring, Southside Cleanup, Adopt a Highway, and Wagner Farms Giving Garden.
- The organization works with other student groups to hold charitable events, partnering with Lambda Theta Alpha and Investment Management Group. They have hosted effective fundraisers for Rare Disease Day and assisted the family of Juan Robles, a custodian affected by a hurricane in Puerto Rico.
- The fraternity takes part in both Lehigh University and Greek organization events. They also work with non-Greek organizations and have organized or participated in various events, including Relay for Life, Spring Fling, Chi Phi Against Drunk Driving, and Narcan donations.

#### **Chapter Development Questions for 2023-2024:**

- What steps can Chi Phi take to improve its recruitment process and attract a varied and inclusive group of potential members who share Chi Phi's principles?
- How can Chi Phi strengthen its standards board and accountability measures to guarantee equitable outcomes and cultivate a positive chapter atmosphere?

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

#### **Academic & Intellectual Advancement**

- Chi Phi was ranked 7 out of 11 fraternities in the fall 2022 semester with a GPA of 3.21, an increase of 0.01 from the spring 2022 semester. The 3.22 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.

- Chi Phi was ranked 6 out of 10 in the spring 2023 semester with a GPA of 3.30 an increase of .09 from the fall 2022 semester. The 3.30 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Chi Phi's fall 2022 new member class GPA was 2.62 ranking 4 out of 5 chapters taking new members on the Interfraternity Council.
- Chi Phi's spring 2023 new member class GPA was 3.28 ranking 5 out of 10 of chapters on the Interfraternity Council.
- Chi Phi had 30% of the chapter on the Dean's List in the fall 2022 semester and 37.3% on the Dean's List in the spring 2023 semester.
- To provide individualized support for members struggling academically, the fraternity has created an Academic Board led by a Chairman and two Members. They offer a range of resources, including access to study rooms, tutoring services, and assistance tailored to specific majors.
- The Chi Phi Educational Trust Scholarship Program annually offers more than \$200,000 scholarships to brothers and chapters. The fraternity has awarded scholarships to recipients for four years in a row.
- To encourage academic excellence, the fraternity provides rewards such as an academic dinner for brothers who achieve above-average GPAs and scholarships for those who attain the highest GPA and most improved GPA. GPA is considered as a factor in the distribution of house points.
- The fraternity has a high success rate in maintaining good relationships with its alumni, as 70% respond to their communications. They organize events for alumni networking and have an active LinkedIn group with 100 members.
- Additionally, they provide various opportunities for career development, including resume workshops, fireside chats with accomplished alumni, financial career discussions, and an annual golf tournament for alumni.
- In addition, the fraternity offers valuable networking and career development resources. These include updated career and contact information for alumni, a high employment rate for graduating seniors, and hands-on learning opportunities for juniors and sophomores. Moreover, members can benefit from mock interviews with senior brothers, which can help them prepare for future job interviews.

#### **Chapter Development Questions for 2023-2024:**

- How can the chapter improve academic performance and raise the cumulative GPA ranking among IFC fraternities?
- How can the chapter enhance its support systems and resources for brothers facing academic challenges?
- What strategies can be implemented to strengthen alumni engagement and maximize the benefits of the alumni network in terms of career development and opportunities?

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

#### **Facilities Management**

- Chi Phi had no common damages for the 2022-2023 academic year.
- Chi Phi had no issues with openings or closings for the 2022-2023 academic year.
- Chi Phi had one major life safety violation in the fall 2022 semester due to a smoke detector being covered.
- Chi Phi had no major life safety violations for the spring 2023 semester.
- communicated with Housing Services effectively and completed tasks in a timely manner.
- Facilities management efforts include thorough due diligence, timely key pickups, room inspections, and regular communication with housing services.
- The fraternity saw an increase in the number of brothers living in the house and dealt with individual accountability using the Standards Board to handle minor violations.
- Sustainability initiatives include the replacement of plastic utensils with reusable metal silverware, reducing styrofoam usage, scheduling sustainability workshops, and using greener appliances.

- The fraternity considers hosting dinner guests, especially important members of the Lehigh community, an ongoing tradition they continue to uphold.
- House projects focus on creating a professional interview room, addressing flooring issues, installing LED lighting for energy efficiency, and making minor improvements such as appliance replacements and bathroom renovations.
- The fraternity received positive feedback for caring for staff and the facility, contributing to a better living environment.

#### **Chapter Development Questions for 2023-2024:**

- How can the chapter further enhance member wellness by utilizing the chapter facility effectively?
- What strategies can improve communication and collaboration between chapter members and housing services?
- How can the chapter continue to promote sustainability and environmentally-friendly practices within the facility and among its 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 2022-2023 Accreditation committee.**

Chi Phi fraternity at Lehigh University is an organization that is highly committed to the development of leaders who embrace diversity, equity, and inclusion. They are also dedicated to serving their community, achieving academic excellence, and managing their facilities responsibly. One of the primary goals of this fraternity is to encourage members to take on leadership roles and to educate new members. In addition, they provide diversity training to ensure that all members are equipped with the necessary skills to promote inclusivity and respect for all.

Focusing on on-campus involvement and engagement, Chi Phi encourages all members to participate actively in various activities and clubs. Their operations are highly impressive, and they prioritize community service, academic support, and facility improvement. However, there is always room for improvement, and Chi Phi can take steps to create a more inclusive and successful fraternity community.

Chi Phi can increase member engagement and involvement in campus activities, expand continuing education opportunities, enhance recruitment and financial management, and improve communication channels to ensure that all members are informed and engaged. Chi Phi can continue to be a leading fraternity at Lehigh University and beyond by taking these steps.

**The Accreditation committee assigns Chi Phi an overall rating of Accredited with Excellence, the chapter 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**

- What steps can Chi Phi take to improve its New Member Education program to foster a greater appreciation for diversity, equity, and inclusion and actively empower new members to support Chi Phi's mission?
- How can Chi Phi enhance member engagement, campus organization, and club participation? This will help to strengthen the sense of community and provide more leadership opportunities. What strategies can be implemented to achieve this goal?
- How can Chi Phi enhance its Continuing Membership Education program to cover more crucial subjects and equip its members with valuable abilities and knowledge to aid them in their personal and professional lives?

beyond the organization, such as mental health practices, career development, and financial awareness seminars or workshops?

- What steps can Chi Phi take to enhance its recruitment strategies and consistently attract new members, ultimately improving its ranking among IFC fraternities?
- What other strategies can Chi Phi adopt to improve financial management, increase savings, reduce dependence on external sources, and ensure the long-term stability of the chapter?
- What can Chi Phi take to improve its communication methods and platforms to effectively and efficiently share information, engage members, and involve alums in chapter activities?
- To reach a 10% savings target for unexpected expenses, what actions can Chi Phi take to enhance its financial management?
- What steps can Chi Phi take to improve its recruitment process and attract a varied and inclusive group of potential members who share Chi Phi's principles?
- How can Chi Phi strengthen its standards board and accountability measures to guarantee equitable outcomes and cultivate a positive chapter atmosphere?
- How can the chapter improve academic performance and raise the cumulative GPA ranking among IFC fraternities?
- How can the chapter enhance its support systems and resources for brothers facing academic challenges?
- What strategies can be implemented to strengthen alumni engagement and maximize the benefits of the alumni network in terms of career development and opportunities?
- How can the chapter further enhance member wellness by utilizing the chapter facility effectively?
- What strategies can improve communication and collaboration between chapter members and housing services?
- How can the chapter continue to promote sustainability and environmentally-friendly practices within the facility and among its members?

### **Best Practices**

- Chi Phi has established a goal to enhance the organization by working closely with alumni and giving members a chance to connect after college. Effective communication and collaboration are critical components in achieving this.
- Accountability for individual disregard is managed through the Standards Board, and emphasis is placed on responsibility.
- The fraternity is committed to sustainability by implementing practices such as reducing plastic and styrofoam usage and investing in energy-saving appliances.
- Chi Phi's practice of inviting distinguished members of the Lehigh community frequently leads to meaningful exchanges and significant campus/professional connections.
- The fraternity has received positive feedback and recognition for their efforts in maintaining the house and treating staff members with respect.