

Phi Sigma Kappa

Accreditation Report

2022-2023

Leadership & Member Development

- 78% of Phi Sigma Kappa members are involved in a club or organization outside of fraternity and sorority life.
- The chapter is applauded for the creation of a Mental Health Chair; the panel would like to see this position expanded upon to include proactive support and an intentional connection to Lehigh resources.
- Phi Sigma Kappa made great strides in creating a Diversity, Equity, and Inclusion chair and implementing educational plans in a timely manner. The chapter also did a good job of utilizing campus resources and building connections to other educational opportunities they had been exposed to.
- Phi Sigma Kappa successfully built a leadership transition plan to best support incoming officers as they step into new roles which includes a shadowing opportunity for incoming officers.
- Phi Sigma Kappa worked closely with their inter/national headquarters to ensure that all programs and initiatives being offered by the chapter are aligned with the organization's mission and values.
- Phi Sigma Kappa was recognized as the Most Improved Chapter at the 2023 Fraternity and Sorority Leadership Awards.

Chapter Development Questions for 2023-2024:

- How can the chapter expand their leadership development training to all chapter members?
- What does sustainability in diversity, equity, and inclusion training look like for Phi Sigma Kappa?
- How can the chapter reflect on the benefits members bring into the fraternity from their outside involvement?
- What does a four year membership development plan look like in Phi Sigma Kappa? How can the chapter support and encourage growth in members throughout their undergraduate career?

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

Organizational Operations

- The chapter shared that initial steps have been taken to lower the cost of membership in the upcoming year. The chapter should spend time developing a plan to explain how dues are utilized, articulate a breakdown of costs, and review opportunities for financial support for current and prospective members.
- Phi Sigma Kappa showed great perseverance in recruitment during the spring 2023 semester and was able to meaningfully describe how they are implementing a values-based recruitment plan.
- Phi Sigma Kappa created a membership expectations contract to be implemented in the fall 2023 semester; this will be a crucial step in ensuring that the chapter successfully transitions into a residential facility while keeping their positive momentum.
- Officers in Phi Sigma Kappa have built strong relationships with campus and community resources relevant to their position responsibilities.
- Phi Sigma Kappa has rebranded their online presence via a chapter newsletter and rebranded their social media to emphasize and highlight their campus involvement, values-based membership, and alumni engagement.

- Phi Sigma Kappa goes above and beyond their expectations for communication with OFSA. Most officers have met with an OFSA staff member to review their position expectations, goals they've set, and resources available at least once a semester, in addition to weekly 1:1 meets and biweekly executive board meetings with OFSA and Vice President of Student Affairs, Dr. Ricardo Hall.
- Despite not having a facility in the 2022-23 academic year, Phi Sigma Kappa has made intentional plans for the 2023-24 academic year to create a smooth transition for a return to a residential facility.

Chapter Development Questions for 2023-2024:

- How can the chapter infuse educational opportunities into chapter and other standing meetings?
- How can the chapter utilize its online presence to better tell the story of Phi Sigma Kappa at Lehigh?

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

Community Service & Engagement

- Phi Sigma Kappa has built a strong and meaningful relationship with their faculty advisor who has provided numerous professional and leadership development educational programs in the 2022-23 academic year. This relationship and utilization of resources should be considered a best practice.
- Phi Sigma Kappa has benefited enormously from strong alumni engagement and meaningful relationships with advisors. This practice should continue as the chapter prepares to move into a new and larger facility.
- Phi Sigma Kappa rekindled a relationship with The Clery Center through their National Campus Safety Act Month fundraiser and The Blue Light Ball. The National Campus Safety Awareness Month fundraiser resulted in over \$19,307 raised, which represented over a quarter of the total amount donated during the fundraiser.
- The chapter is applauded for their ability to distinguish between philanthropy and community service initiatives. Phi Sigma Kappa should expand upon the reflection opportunities they provide to members following a philanthropy event or community service project to better connect members' experiences to their values and learning within the organization.
- Following a conduct issue in the fall semester, Phi Sigma Kappa went beyond what was required of them as a part of their sanctions to provide a series of safety and health related programming to members. These training sessions were provided to them by Phi Sigma Kappa HQ.
- Phi Sigma Kappa worked with alumni and staff members of their national office to rewrite their new member education plan to have more direct connection to the Cardinal Principles of Phi Sigma Kappa.

Chapter Development Questions for 2023-2024:

- How can Phi Sigma Kappa expand their philanthropic efforts around campus safety and The Clery Center to be a leader in safety education at Lehigh University? Who might serve as a strong partner in these efforts?
- How will the chapter enforce the increasing expectations around community service hours?

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 9th out of 11 in the fall 2022 semester with a GPA of 3.17, a decrease of 0.06 from the spring 2022 semester. The 3.17 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Phi Sigma Kappa was ranked 7 out of 10 in the spring 2023 semester with a GPA of 3.28, an increase 0.11 from the fall 2022 semester. The 3.28 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Phi Sigma Kappa's fall 2022 new member class GPA was 3.08 ranking 4th out of 5 chapters conducting fall recruitment.
- Phi Sigma Kappa's spring 2023 new member class GPA was 3.42 ranking 1 out of 10 of chapters on the Interfraternity Council.
- Phi Sigma Kappa had 28% of the chapter on the Dean's List in the fall 2022 semester and 35.2% on the Dean's List in the spring 2023 semester.
- Phi Sigma Kappa has done a lot of professional exploration programming with the faculty advisor. This should be considered a best practice.
- The panel would like to see Phi Sigma Kappa implement an academic support plan that emphasizes proactive intervention for students in need and connects them to campus resources.

Chapter Development Questions for 2023-2024:

- How can you supplement the professional exploration programming being offered by your faculty advisor with other campus and community resources? How might Phi Sigma Kappa lead other fraternities and sororities in this effort?
- How will Phi Sigma Kappa use the new chapter facility to foster an environment that prioritizes learning and personal development within their house?

In the area of **Academic & Intellectual Development**, 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 2022-2023 Accreditation committee.

Phi Sigma Kappa has made a tremendous amount of progress during the 2022-23 academic year. The chapter has successfully created a structure for leadership within the organization and has set and enforced expectations for both officers and members. Additionally, Phi Sigma Kappa has been able to successfully rebuild relationships with advisors and reimplemented key philanthropic partnerships during this academic year. The chapter was intentional in building connections to organization and Lehigh offices through participation in community events like Spring Fling, Spooktacular, and Earth Day programming in addition to several collaborations with the Center for Gender Equity. Overall, Phi Sigma Kappa has continuously proven that they are able to adapt well to expectations and are unafraid of exploring new approaches for reaching their goals. Their brotherhood and solidarity has been a pleasure to see this year and will likely continue to grow as they return to a residential facility in the fall 2023 semester. The chapter should continue to challenge themselves to think strategically about their actions as an organization and to prioritize safety, learning, and shared decision making.

The Accreditation committee assigns Phi Sigma Kappa an overall rating of Accredited, the chapter 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 expand their leadership development training to all chapter members?
- What does sustainability in diversity, equity, and inclusion training look like for Phi Sigma Kappa?
- How can the chapter reflect on the benefits members bring into the fraternity from their outside involvement?
- How can the chapter infuse educational opportunities into chapter and other standing meetings?
- How can Phi Sigma Kappa expand their philanthropic efforts around campus safety and The Clery Center to be a leader in safety education at Lehigh University? Who might serve as a strong partner in these efforts?
- How can you supplement the professional exploration programming being offered by your faculty advisor with other campus and community resources? How might Phi Sigma Kappa lead other fraternities and sororities in this effort?
- How will Phi Sigma Kappa use the new chapter facility to foster an environment that prioritizes learning and personal development within their house?
- How will Phi Sigma Kappa continue to identify meaningful goals as an organization?

Best Practices

- Phi Sigma Kappa's connection with and utilization of their alumni and advisors is a best practice, particularly their use of their faculty advisor as a facilitator of ongoing educational programming.
- Phi Sigma Kappa has done an excellent job of utilizing events and programs to accomplish multiple goals simultaneously. This is especially noted in their philanthropic efforts; many of which allowed the chapter to raise dollars while educating members on important topics as well as building connections with parents, families, and alumni. This mentality of incorporating learning into other aspects of their programming is a best practice.