

Chi Phi

Accreditation Report
2023-2024

Leadership & Member Development

- Chi Phi continues to embody its core values of building better men through truth, honor, and personal integrity. The chapter actively works to develop leaders in the community, promote scholarship, and create lifelong friendships amongst its members through continued education and development from the start of the new member education process through graduation.
- The chapter has shown great dedication in developing members both through its new member education plan and continued member education. The new member education plan emphasizes risk management policies and academic support resources, underscoring the fraternity's commitment to the well-being and success of its members. The continued member education includes ongoing education initiatives focused on holistic development, including physical and mental wellness, hazing prevention, and professional skills development.
- The chapter has a transparent and structured process for electing officers that ensures accountability within the fraternity. The process, consisting of shadowing opportunities, meetings with the Chi Phi HQ advisor, and the alumni advisory board facilitates a smooth transition for newly elected officers.
- Chi Phi's comprehensive DEI plan includes initiatives focused on creating a more inclusive and supportive environment within the fraternity and on campus. The chapter participates in DEI meetings, presentations hosted by the Diversity Peer Educators on microaggressions, and workshops on anti-semitism awareness.
- Chi Phi also participated in the gender violence prevention workshop, emphasizing the chapter's commitment to creating a space where students of all genders feel comfortable.
- Chi Phi members are highly involved in the campus community, with 80% of the chapter participating in other student organizations.

Chapter Development Questions for 2024-2025:

- What improvements or additions are needed in the new member education program to better prepare members for their roles within the fraternity?
- What additional leadership development opportunities can the chapter implement to further empower its members to have a greater impact on campus?
- To what extent does the fraternity's current programming effectively promote diversity, equity, and inclusion among its members?
- How can the chapter measure the impact of its DEI programs?

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

Organizational Operations

- The Chi Phi executive board holds weekly meetings, followed by chapter meetings, ensuring consistent communication and decision-making.
- The chapter regularly communicates with national/alumni advisors, Fraternity & Sorority Life advisor, and former IHQ advisors.
- Effective communication with alumni is maintained through various channels, including LinkedIn, Facebook, Instagram, and alumni newsletters, ensuring engagement and connection with members and alumni.

- The chapter has made significant strides in recruitment through the implementation of values-based recruitment, increased training for recruitment officers, and continued efforts to make the process more inclusive. Recruitment events such as meet-and-greets, pool and poker nights, and closed dinners facilitated engagement with potential new members.
- Chi Phi holds regular meetings with the national Financial Advisor to ensure responsible financial management and investment of funds. The chapter has maintained fiscal health by consistently staying under budget and maintaining a 15% savings each semester, surpassing the 12% savings goal established last year. With the excess funds the chapter was able to establish a parlor dues reduction plan, allotting the extra funds to the reduction of member dues.
- Chi Phi's standards board ensures accountability through a fair and proactive process. Weekly meetings allow for timely resolution of standards cases, overseen by the Vice President, and followed by personal meetings with involved individuals. Recently, the chapter's focus has been on implementing equitable punishments such as increased duties, educational programs, or social implications, rather than monetary fines.
- After alcohol-related conduct charges, Chi Phi reevaluated risk management practices and made a commitment to improving safety measures. The chapter introduced new "risk positions" to monitor event safety, including transportation, guest monitoring, and security. Chi Phi also implemented a risk reduction checklist reviewed by chapter officers for event planning and documentation.

Chapter Development Questions for 2024-2025:

- In what ways can the collaboration with the risk management advisor be further optimized to develop and implement a revised risk management policy?
- How can the chapter optimize its use of social media and other communication channels to engage both current members and alumni more effectively?
- How can the chapter further strengthen the Standards Board process to ensure fairness and consistency in holding members accountable for their actions?

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

Community Service & Engagement

- Chi Phi's Philanthropy Chair and Co-Philanthropy Chair play pivotal roles in coordinating and overseeing the fraternity's philanthropic activities. They are responsible for organizing events, encouraging participation, and ensuring the chapter's continued engagement with philanthropic causes.
- Chi Phi engages in a diverse range of philanthropic activities, including events like Feed the Children, Wagner Farms Giving Garden, and Rare Disease Day fundraising. The chapter takes time to reflect on these opportunities, giving its members the ability to describe the impact of the work they're doing.
- The chapter's commitment to service is emphasized through the requirement for brothers to complete 15 hours of service per semester, reflecting the fraternity's dedication to making a positive impact in the community.
- The fraternity hosts recurring events such as weekly tutoring sessions at the Boys and Girls Club and Broughal Homework Club dinners, demonstrating a longstanding commitment to supporting local youth and education.
- The Narcan initiative, in partnership with the CSO and Health and Wellness Center, addresses a critical public health issue by distributing free Narcan kits and raising awareness about opioid overdose prevention. The initiative's success, evidenced by the distribution of over 200 kits to the Lehigh community and recognition through the Amy Vojta Risk Reduction Award, highlights the fraternity's proactive approach to addressing community needs and promoting health and safety.

- Collaboration with other Greek organizations, including Kappa Delta, Zeta Tau Alpha, Psi Upsilon, Alpha Phi, and Pi Beta Phi, demonstrates the fraternity's commitment to fostering a supportive and collaborative Greek community.
- As a result of multiple alcohol-related conduct violations, Chi Phi was placed on Disciplinary Probation in the fall 2023 semester and again in the spring 2024 semester until the end of the calendar year. The chapter took this as a "call to action" and took time to reprioritize risk management through the implementation of weekly risk related chapter meetings and bi-weekly calls with the risk management mentor to develop a new risk management policy that ensures the safety of all members and guests.

Chapter Development Questions for 2024-2025:

- What strategies can be implemented to further engage brothers in suggesting, planning, and participating in philanthropic events?
- How does the fraternity foster collaboration and partnerships with other Greek organizations outside of the Panhellenic Council, such as the members of the Cultural Greek Council?

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 fourth out of ten IFC fraternities in the fall 2023 semester with a GPA of 3.37, an increase of .07 from the spring 2023 semester. The 3.37 GPA placed the chapter above the All IFC and All Fraternity averages and below the All Greek average.
- Chi Phi was ranked second out of ten IFC fraternities in the spring 2024 semester with a GPA of 3.46, an increase of .09 from the fall 2023 semester. The 3.46 GPA placed the chapter above the All Greek, All IFC, and All Fraternity averages.
- Chi Phi's fall 2023 new member class GPA was 2.69 ranking eighth out of nine chapters conducting fall recruitment.
- Chi Phi's spring 2024 new member class GPA was 3.17 ranking sixth out of ten chapters conducting spring recruitment.
- Chi Phi had 34.4% of the chapter on the Dean's List in the fall 2023 semester and 44.7% of the chapter on the Dean's List in the spring 2024 semester.
- The establishment of an Academic Board has enhanced monitoring and support for academic endeavors. This structure facilitates tailored support for individual brothers and improves the tracking of academic progress.
- Initiatives such as the Notice of Need for Academic Improvement and Academic Success Plan demonstrate the chapter's commitment to supporting members in academic distress.
- The fraternity provides resume workshops and access to alumni networks to support members' career development. Chi Phi also encourages the use of the Center of Career and Professional Development to prepare members for post-graduation success.

Chapter Development Questions for 2023-2024:

- What strategies are in place to support new members in achieving and maintaining strong academic standards?

- Are there opportunities to expand mentorship programs or academic workshops to better support new members and enhance their academic journey?
- Are there any areas where the Academic Board could further enhance its support for academic advancement within the chapter?

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

Facilities Management

- Chi Phi had no common damages in the 2023-2024 academic year.
- Chi Phi had no issues with openings or closings in the 2023-2024 academic year.
- Chi Phi had a major Life Safety Violation in the Fall 2023 semester due to a covered smoke detector in the sideroom. Chi Phi had no major Life Safety Violations in the Spring 2024 semester.
- Housing Services noted that the chapter has shown consistent resistance in response to GPO violations that have come up throughout the academic year such as elevated platforms and lights hung from the ceiling in the party room. Housing encourages the chapter's House Manager to attend the monthly meetings so that there is an open line of communication between both parties.

Chapter Development Questions for 2024-2025:

- What steps will the chapter take to prevent similar issues, such as cupped room detectors, in the future and uphold life-safety standards within the facility?
- What long-term strategies does the chapter have in place to maintain and improve its facilities to provide a safe, comfortable, and sustainable living environment for its members?
- How can the chapter build its relationship with Housing Services to avoid misunderstandings in the future?

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

Overall Rating

Overall, Chi Phi has been rated an Accredited with Excellence chapter by the 2023-2024 Accreditation committee, 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!

Chi Phi has continued to perform well in areas such as leadership development, organizational operations, community service, academic advancement, and facilities management. The chapter's proactive approach to new member education, demonstrated by its thorough pledge ceremonies and diverse educational workshops on topics like diversity, equity, and inclusion, instills a sense of leadership and belonging amongst new members as they are joining the fraternity. Chi Phi's strong organizational operations provide structured opportunities for members who are seeking positions of leadership to learn from current leaders in the chapter. Furthermore, the emphasis placed on academic advancement is exemplified by initiatives like the Academic has resulted in consistently high GPA averages and valuable academic support resources for members in need. Most notably, Chi Phi's commitment to philanthropy and service is evident through initiatives like Rare Disease Day, Holiday Hope Chest, Feed the Children, and Narcan awareness.

Chapter Development Questions

- What improvements or additions are needed in the new member education program to better prepare members for their roles within the fraternity?
- Are there additional leadership development opportunities that the chapter should consider implementing to further empower its members?
- To what extent does the fraternity's current programming effectively promote diversity, equity, and inclusion among its members?
- How can the chapter measure the impact of its DEI programs?
- In what ways can the collaboration with the risk management advisor be further optimized to develop and implement a revised risk management policy?
- How can the chapter optimize its use of social media and other communication channels to engage both current members and alumni more effectively?
- How can the chapter further strengthen the Standards Board process to ensure fairness and consistency in holding members accountable for their actions?
- What strategies can be implemented to further engage brothers in suggesting, planning, and participating in philanthropic events?
- How does the fraternity foster collaboration and partnerships with other Greek organizations outside of the Panhellenic Council, such as the members of the Cultural Greek Council?
- What strategies are in place to support new members in achieving and maintaining strong academic standards?
- Are there opportunities to expand mentorship programs or academic workshops to better support new members and enhance their academic journey?
- Are there any areas where the Academic Board could further enhance its support for academic advancement within the chapter?
- What steps will the chapter take to prevent similar issues, such as cupped room detectors, in the future and uphold life-safety standards within the facility?
- What long-term strategies does the chapter have in place to maintain and improve its facilities to provide a safe, comfortable, and sustainable living environment for its members?
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Best Practices

- Organizing a Narcan giveaway and awareness event in partnership with the Community Service Office and the Health and Wellness Center, distributing over 200 kits. This initiative demonstrated a strong commitment to community health and safety.
- Maintaining a 15% savings each semester to cover unexpected expenses, reduce member dues, and stabilize the chapter's finances.