

## Chi Psi

Accreditation Report  
2023-2024

### Leadership & Member Development

- Chi Psi utilized its headquarters conventions and programming to cultivate leadership and member development. Participation in key events such as the 182nd Annual Convention, the Annual Mid-Year Leadership Retreat, and the Rowe Regional Conference empowers members to embrace leadership roles, fostering the exchange of innovative initiatives and strategic planning strategies upon their return.
- A primary focus of the chapter this year was to cultivate more consistency around officer transitions as well as holding officers accountable for remaining in their positions for a full year term. The chapter is beginning to introduce a transition plan utilizing a .5 transition period.
- The securing of a chef and new furniture has allowed the chapter to implement notable changes to the new member education plan, such as hosting brotherhood dinners every Sunday as well as providing study hours for new members at the Lodge as well.
- Chi Psi has initiated the framework for appointing a DEI officer and developing a DEI plan for its members for the future. The proposed plan includes hosting 1-2 DEI workshops monthly at the Lodge. The initial step towards this endeavor included a workshop with the Center for Gender Equity and sessions addressing Systemic Racism.
- Chi Psi collaborated with The Red Cross to educate members about CPR training, offering this certification to over two-thirds of the membership.

### Chapter Development Questions for 2024-2025:

- Now that the chapter has begun to lay the groundwork for DEI work, how can the chapter continue to grow and dig deeper into their DEI initiatives?
- What leadership development opportunities can the chapter offer to members outside of HQ?
- What member development opportunities can Chi Psi offer members who are not executive board officers or new members?
- How can the revision and updating of chapter bylaws further contribute to the new officer transition expectations?

In the area of **Leadership & Member Development**, the committee rated Chi Psi to be an **Unaccredited Chapter**.

### Organizational Operations

- Chi Psi's recruitment focused on getting to know potential new members through small scale recruitment events. The chapter focused on forming connections with potential new members rather than participating in large-scale recruitment practices. The chapter is encouraged to examine the mission and values of Chi Psi and begin to dig into their values to form an intentional recruitment plan.
- Chi Psi prioritized achieving financial independence by eliminating debt. Upon discovering a \$9,800 debt, chapter leadership collaborated with Chi Psi's Executive Director to develop a repayment strategy. The chapter has successfully cleared its national debt and ensured full payment of dues since then.

- When members have expressed financial need, the chapter has partnered with HQ and Fraternity and Sorority Life to connect those students with scholarship opportunities such as the Student Opportunity Fund and scholarships from Chi Psi Headquarters.
- The chapter has a fully functioning standards board holding members accountable when members violate the student code of conduct.
- As the year has progressed Chi Psi has become more present and engaged in meeting with their Fraternity and Sorority Life advisor and attending IFC presidents meetings regularly.
- Chi Psi regularly utilizes their social media accounts such as Instagram to promote their programs and notable brothers successes.
- Chi Psi has started the process of partnering with campus resources to begin the steps towards creating a DEI plan, but the plan has not been fully executed.

#### **Chapter Development Questions for 2024-2025:**

- How can the chapter continue to hold members accountable for the on time payment of dues?
- To continue towards financial stability, how can the chapter create intentional programming around senior members who are slacking in dues payments?
- It seems as though Chi Psi uses their promotion of a genuine brotherhood as a recruitment tool. How can Chi Psi use the values of the organization as a recruitment tool as well?

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

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

- Chi Psi has increased their standard from six to nine community service hours for members to complete per semester. The chapter encourages six out of the nine hours completed to be from service opportunities outside of Lehigh and what Chi Psi offers as well. Chi Psi did not demonstrate how this requirement is enforced.
- The chapter continued with the partnership with the Wildlands Conservatory that they initiated last year based on the interest and passion from brothers.
- Chi Psi organized service opportunities that resonated personally with its members. For instance, the chapter swiftly organized a fundraiser selling coffee and donuts to support Friends of the IDF after a brother's friend passed away in Israel on October 7th. Additionally, the chapter participated in the Run for Roy to honor a brother's family friend who passed away from brain cancer.
- The chapter participated in service opportunities provided through Lehigh University and CSO office such as Hawk-a-thon, Relay for Life, homework club and making snack bags.
- Chi Psi has participated in other chapter's philanthropic initiatives as well through Kappa Delta's So You Think You Can Dance, Gamma Phi Beta's Moonball, and Alpha Phi's Dodgeball. While an interim suspension due to a hazing allegation has put a halt to future engagement plans the chapter had, the panelists encourage members to start strong with plans in place to hit the ground running in the fall semester.
- Due to repeated instances of violating the Student Code of Conduct through failing various inspections with Housing Services, the chapter was placed on Deferred Dissolution in the fall 2023 semester. Since then, Chi Psi has worked to complete their sanctions from the Office of Student Conduct. The chapter has implemented new strategies to their risk management policy including creating a schedule of sober monitors to increase oversight at events, higher accountability for those on door duty, and educating members around Lehigh University policies.

- The panelists noted it was a missed opportunity that Chi Psi did not make a priority to celebrate their 150 year anniversary with alumni and the Lehigh community this year.

#### **Chapter Development Questions for 2024-2025:**

- How can the chapter improve their alumni engagement initiatives?
- Chi Psi has done great work in participating with the community, but how can the chapter begin to work towards hosting more of their own philanthropic events?
- How can Chi Psi engage with groups outside of Panhellenic, IFC and CSO?
- The chapter is clearly beginning to discuss issues relevant to members, how can the chapter continue to grow in their service opportunities?

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

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

- Chi Psi was ranked tenth out of ten IFC fraternities in the fall 2023 semester with a GPA of 3.01, a decrease of 0.22 from the spring 2023 semester. The 3.01 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Chi Psi was ranked ninth out of ten IFC fraternities in the spring 2024 semester with a GPA of 3.19, an increase of 0.18 from the fall 2023 semester. The 3.19 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Chi Psi's fall 2023 new member class GPA was 2.81 ranking fifth out of eight chapters conducting fall recruitment.
- Chi Psi's spring 2024 new member class GPA was 3.19 ranking fifth out of ten chapters conducting spring recruitment.
- Chi Psi had 15.6% of the chapter on the Dean's List in the fall 2023 semester and 31.6% on the Dean's List in the spring 2024 semester.
- Due to the significant drop in GPA, the chapter has implemented a "brother-on-tutoring program" where older brothers will tutor younger brothers within the same major. The chapter also incorporated organized study groups meeting on a weekly or biweekly basis.
- A unique program Chi Psi hosts for its members is Brotherhood Workshops where brothers will host workshops for members around various topics and interests. This year some of these workshops included the game of chess, debates, open trading, and starting new clubs.

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

- What can the chapter do to attain a staff advisor?
- How can the chapter utilize their faculty advisor?
- How can the chapter utilize Lehigh University resources to assist brothers who may be academically struggling?
- What does a formulated scholarship plan look like for brothers who are falling below the 2.5 GPA?
- How can alumni assist in this category?
- What professional development opportunities can the chapter provide to members?

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

### Facilities Management

- Chi Psi had no common damages for the 2023-2024 academic year.
- Chi Psi had no issues with openings or closings for the 2023-2024 academic year.
- Chi Psi had no major Life Safety Violations for the 2023-2024 academic year.
- Chi Psi had some minor Life Safety Violations in the fall 2023 semester where emergency lights were tampered with along with black lights being present in the party room as well as bulbs being completely out of their sockets.
- Chi Psi violated the smoking policy and had some initial issues during common area inspections in the fall 2023 semester with Housing Services, but has turned things around and has not had any housing issues in the spring 2023 semester.
- The chapter has utilized their P&E account to enhance the Lodge through the purchasing of new furniture to provide more spaces for brothers to gather comfortably.
- Chi Psi has not made it clear to panelists that any efforts around sustainability are being made in the Lodge.

### Chapter Development Questions for 2024-2025:

- What does a sustainability plan look like for the Lodge?
- How can the chapter start the beginning of the fall semester on a positive note in terms of facilities management?

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

### Overall Rating

**Overall, Chi Psi has been rated an Accredited chapter by the 2023-2024 Accreditation committee.**

Chi Psi continues to grow with the positive strides the chapter made from last year and has continued to lean on their HQ and FSL advisors for support in learning how to navigate a new era. Despite being placed on Deferred Dissolution, the brothers rallied together to secure the chapter's future. Currently, the chapter is on a probationary status with an interim suspension placed on the chapter due to a hazing allegation putting some future plans to a halt. Chi Psi remains committed to their brotherhood as this has been displayed through their accreditation presentation. Chi Psi is beginning to formulate some initiatives around DEI, but there is still room for improvement, as the chapter needs to see their formulated plan through in the 2024-2025 school year. The chapter also has significant improvement to be made in the area of Membership Development. Chi Psi does a great job of participating in Headquarters and FSL leadership development opportunities, however the chapter should begin to take steps towards the development of all members, not just executive officers and new members. Intentional service opportunities that resonate with members are clearly at the heart of the chapter's goals. However, the chapter is encouraged to delve deeper into these passions, fostering civic engagement around what matters most to them. Additionally, they should consider extending their efforts beyond the Panhellenic and Interfraternity Councils. Chi Psi has consistently struggled with academic performance, and it is clear that implementing a formalized academic achievement plan using Lehigh University resources would be beneficial. The chapter has also faced ongoing challenges with accountability, particularly among members residing in the Lodge and regarding officer terms. However, it appears Chi Psi is on the right track in addressing these issues. Moving forward, Chi Psi should build on their successes, address weaknesses with formal plans, and strive for excellence. While they have fostered a strong sense of community, there remains untapped potential for the chapter to truly excel.

**The Accreditation committee assigns Chi Psi an overall rating of Accredited, 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**

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- How can the chapter improve their alumni engagement initiatives?
- Chi Psi has done great work in participating with the community, but how can the chapter begin to work towards hosting more of their own philanthropic events?
- How can Chi Psi engage with groups outside of Panhellenic, IFC and CSO?
- The chapter is clearly beginning to discuss issues relevant to members, how can the chapter continue to grow in their service opportunities?
- What can the chapter do to attain a staff advisor?
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- What does a formulated scholarship plan look like for brothers who are falling below the 2.5 GPA?
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- What professional development opportunities can the chapter provide to members?
- How can the chapter start the beginning of the fall semester on a positive note in terms of facilities management?

### **Best Practices**

- Chi Psi's distinctive "Brotherhood Workshops" is considered to be a best practice where brothers facilitate workshops for one another around various topics and interests. This provides brothers with some professional development experience as well as enhancing the intellectual advancement of the chapter overall.