

Phi Sigma Chi

Accreditation Report
2023-2024

Leadership & Member Development

- Members of Phi Sigma Chi are actively engaged in various facets of campus life, including academic and professional development, cultural and ethnic organizations, social impact and leadership initiatives, and business/entrepreneurship endeavors. Through participation in a wide array of campus events and organizations, members contribute to their personal growth and the success of the fraternity.
- The chapter takes pride in the many leadership roles held by its members both internally and across campus organizations. Examples include serving on executive boards and spearheading initiatives in engineering societies, cultural organizations, student government, and academic clubs. These leadership experiences demonstrate Phi Sigma Chi's commitment to developing well-rounded leaders who positively impact their communities outside of just chapter involvement
- The chapter maintains a strong officer transition process to ensure continuity and effectiveness in leadership roles. This process involves detailed position reports, comprehensive training and shadowing sessions, and ongoing support from former officers and advisors. By facilitating a smooth transition, the fraternity empowers new officers to fulfill their roles effectively and contribute to the organization's success.
- The fraternity's New Membership Plan is designed to instill core values, promote multicultural awareness, and foster a sense of identity and belonging among new members. Through open dialogues, educational workshops, and inclusive initiatives, new members are equipped with the knowledge and skills to translate their concerns into actions and contribute meaningfully to the fraternity and broader community.
- Phi Sigma Chi continues to take advantage of leadership workshops and opportunities offered to members through their participation in development opportunities such as LAUNCH, Summit for Greek Excellence, GEM, and NGLA

Chapter Development Questions for 2024-2025:

- In what ways can the chapter expand and diversify its new member programming to provide a more comprehensive and engaging experience for new members, promoting deeper integration, cultural awareness, community engagement, and personal growth within the fraternity?

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

Organizational Operations

- The chapter's leadership system revolves around its Executive Board, consisting of the President, Vice President, Secretary, Minister of Finances, and Minister of Brotherly Conduct. These leaders oversee various aspects of fraternity management and direction.
 - Beneath the Executive Board, committee chairmen are responsible for specific areas such as recruitment, academics, social media, social events, and philanthropy. Regular chapter meetings provide a structured platform for reviewing progress, discussing updates, and planning future events.
- Retreats held in the summer and winter serve as opportunities for strategic planning, including developing event calendars and organizing brother bonding activities. These retreats also facilitate discussions on chapter rules and bylaws.
- Since last year, the chapter has implemented strategies to enhance organizational efficiency and member involvement. This includes tracking member contributions to events and projects, refining the structure and

focus of chapter meetings, offering positive incentives for member engagement, and enforcing service hour requirements to foster a culture of community service and responsibility.

- The fraternity ensures that financial constraints do not hinder member participation by providing personalized payment plans, access to scholarship resources, and incentives related to dues payment. The Treasurer plays a pivotal role in managing membership dues and facilitating financial discussions with members.
- Significant reforms have been made to the Standards Board to enhance effectiveness and fairness in addressing behavioral and disciplinary issues. This includes restructuring the board composition to include experienced members and emphasizing transparent communication with individuals under investigation. The focus is on corrective measures that emphasize rehabilitation and community contribution rather than punitive actions.
- Phi Sigma Chi continues to be engaged members of the Cultural Greek Council with four members sitting on this year's Executive Board as President, Treasurer, Campus Relations Chair, and Programming Chair.
- The chapter would benefit from taking a more proactive approach to their organizational operations as opposed to reacting to situations in the moment as they're occurring. Though the standards board is more developed this year, there is still room for improvement in regard to accountability within the chapter. The panelists encourage the chapter to meet with Devore McIntosh to discuss best practices in managing a standards board.

Chapter Development Questions for 2024-2025:

- How can the chapter further refine its system for tracking member contributions and involvement to ensure equitable distribution of responsibilities and recognition of individual efforts?
- What measures can be taken to strengthen the chapter's disciplinary processes, ensuring fairness, transparency, and a focus on rehabilitation while upholding organizational standards and values?

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

Community Service & Engagement

- Phi Sigma Chi continuously displays a commitment to service through the chapter's partnership with organizations such as the CSO and the Lehigh Valley Hispanic Center, providing members various opportunities to engage in service not only within the Lehigh community, but the Allentown and Bethlehem communities as well.
- The chapter provides a structured framework for organizing community service activities through five programs created by the national entity. These five initiatives consist of Multicultural Awareness, the 363 Campaign, the Network of Success, BeautiPHication, and Sickle Cell Awareness.
- The chapter continues to prioritize collaborations with other organizations, both Greek and non-Greek. In the past year, the chapter has collaborated with other members of the Cultural Greek Council, as well as organizations like the Black Student Union and the Society of Hispanic Professional Engineers to provide diverse events that promote cultural awareness and social justice. These initiatives include programs such as Dia de los Muertos, African Heritage in the Dominican Republic & Latin America, and Love Languages & Boundaries.
- The chapter maintains strong relationships with its alumni, many of whom play integral roles in mentoring undergraduate members. The fraternity's Alumni Advisor and Dean, Salomon "H.E.A.T" Zapata, exemplifies this commitment to alumni engagement by actively participating in event planning and providing mentorship to current members. Alumni involvement extends beyond undergraduate studies, with many alumni holding leadership positions within the fraternity and contributing to its ongoing growth and development.
- Phi Sigma Chi's commitment to continuous improvement is evident in its plans for future initiatives. With the recent chartering at Lafayette College, the chapter seeks to establish a Pennsylvania Regional Graduate, Alumni, Professional (G.A.P) chapter to continue expanding alumni involvement in the fraternity, reflecting its dedication to sustained community engagement and organizational growth.

- Though it's clear that the chapter has maintained a commitment to community service & engagement through the many initiatives that members participate in, there is a lack of both individual and group reflection on how these experiences translate across the membership experience outside of a general service requirement. A more intentional approach to what service initiatives members are participating in may allow for more fruitful reflection on how these opportunities promote the mission and vision of Phi Sigma Chi at Lehigh.

Chapter Development Questions for 2024-2025:

- How can the chapter further enhance its impact and engagement with underrepresented communities on campus and in the local area, particularly those that may face systemic barriers to access and support?
- In what ways can the chapter strengthen its partnerships and collaborations with other student organizations, campus departments, and community-based organizations to amplify its community service efforts and address pressing social issues more effectively?
- How can the chapter provide more tangible methods of reflection to ensure that members are going beyond just the completion of a service requirement?

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

Academic & Intellectual Advancement

- Phi Sigma Chi was ranked fourth out of five chapters in the Cultural Greek Council in the fall 2023 semester with a GPA of 2.93, a decrease of .05 from the spring 2023 semester. The 2.93 GPA placed the chapter below All Greek, All Fraternity, and All Cultural Greek Council averages.
- Phi Sigma Chi's fall 2023 new member class GPA was 3.41 ranking first out of two CGC fraternities conducting fall intake.
- Phi Sigma Chi's spring 2024 new member class GPA was 2.55 ranking 1 of 1 CGC fraternity conducting spring intake.
- Phi Sigma Chi had 21.4% of the chapter on the Dean's List in the fall 2023 semester and 18.8% of the chapter on the Dean's List in the spring 2024 semester.
- Phi Sigma Chi introduced more academic programming this year, hosting events such as Study with Phi and Effective Study Methods.
- The newly created Academic Chair position plans on leveraging their relationship with their academic advisor, Professor Ochs, to bring a more experienced perspective to the existing academic programming hosted by the chapter.

Chapter Development Questions for 2023-2024:

- What are some ways in which you can continue to utilize the Academic Chair position to ensure that members are provided a blend of both chapter led academic initiatives and existing initiatives offered by offices such as the Center for Student Access & Success?
- What practices can the chapter implement to ensure that the approach to academic and intellectual advancement is proactive as opposed to reactionary?

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

Overall Rating

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

Phi Sigma Chi has continued to do good work to ensure the growth of the chapter and the development of its' members. The chapter has demonstrated progress and achievements across various operational areas, reflecting a strong commitment to leadership development and member engagement. Initiatives such as the implementation of a tracking system for member contributions, refined meeting agendas, and positive incentives are all examples of the chapter's adherence to last year's suggestions in an effort to optimize productivity and efficacy. However, while the chapter has made positive changes, there are still areas where further improvement is possible. The implementation of targeted recruitment strategies and more intentional collaborations with other Greek organizations and underrepresented student groups may help foster a greater sense of community and understanding between Phi Sigma Chi and the overall Lehigh community. Additionally, refining advisor support systems and leveraging social media platforms more strategically could amplify the fraternity's impact and visibility on campus. I would encourage the members of Phi Sigma Chi to reflect on the organization's mission and values to ensure that they aren't losing sight of the "why" as they continue to bring in new members and grow their impact/influence on Lehigh's campus.

The Accreditation committee assigns Phi Sigma Chi 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

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- How can the chapter further refine its system for tracking member contributions and involvement to ensure equitable distribution of responsibilities and recognition of individual efforts?
- What measures can be taken to strengthen the chapter's disciplinary processes, ensuring fairness, transparency, and a focus on rehabilitation while upholding organizational standards and values?
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- How can the chapter provide more tangible methods of reflection to ensure that members are going beyond just the completion of a service requirement?
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Best Practices

- The implementation of a tracking system to monitor member contributions ensures transparency and accountability within the organization. This practice encourages active member involvement and recognizes those who contribute to the fraternity's success.

- Introducing preferential task assignments and incentives for timely dues payment motivates members to actively participate and contribute. This approach fosters member satisfaction and engagement while leveraging individual strengths for the benefit of the fraternity.
- Restructuring the standards board to include experienced members and emphasizing transparent communication and rehabilitation-focused disciplinary measures enhances fairness and accountability within the organization.
- Structured education and training programs prepare members for leadership roles and reinforce compliance with organizational policies and university guidelines. This investment in member development cultivates a responsible and knowledgeable fraternity community.