

### Leadership & Member Development

- Chi Phi members represent the organization's core values of building better men through truth, honor, and personal integrity. The chapter strives to develop leaders through programming offered by the national HQ and FSL, promote scholarship through academic support and recognition, and foster lifelong friendships through intentional brotherhood and strong alumni engagement.
- Chi Phi has a transparent election process that promotes accountability amongst chapter leadership. The chapter facilitates a smooth transition for newly elected officers that consists of shadowing opportunities, meetings with the Chi Phi HQ advisor, and the alumni advisory board.
- The chapter has a diversity, equity, and inclusion plan that includes chapter discussions on DEI topics, anti-semitism training, recruiting more diverse students, and high attendance at non-mandatory DEI trainings/workshops.
- Chi Phi places a great emphasis on the onboarding of initiates through the new member education plan. The plan reinforces the fraternity's commitment to the holistic well-being of its members through sessions on topics such as risk management, DEI, academics, interfraternalism, and local chapter history.
- The chapter continues to be very involved in the Lehigh community, with 82% of members participating in other student organizations. Of this amount, 47% hold leadership positions within the respective organizations.

#### Chapter Development Questions for 2025-2026:

- What opportunities does the chapter provide for new members to assume leadership roles or gain leadership experience?
- In what ways does the chapter identify and develop the potential of emerging leaders within the brotherhood?
- How does the chapter promote values-based decision making and accountability among members?
- How is the chapter assessing and identifying what members are learning and retaining from DEI workshops and leadership development opportunities, and how is that feedback used to improve future programming?

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

### Organizational Operations

- Chi Phi hosts weekly executive meetings and a subsequent chapter meeting to promote transparency and consistent communication amongst all members.
- The chapter is in regular communication with their IHQ and FSL advisors.
- Effective communication is sustained through various platforms, including LinkedIn, Facebook, Instagram, and alumni newsletters, ensuring consistent engagement and strong connections between members and alumni.
- Chi Phi has continued a trend of successful recruitment over the past three years which is attributed to the chapter's focus on meaningful engagement and values-driven outreach. Recruitment efforts

prioritize potential new members who embody Chi Phi's core values of truth, honor, and personal integrity.

- The chapter continues to maintain fiscal health by consistently staying under budget and maintaining a 15% savings each semester. Biweekly financial review meetings with their Financial Advisor ensure responsible financial management and investment of funds towards initiatives such as the reduction of parlor dues.
- The Chi Phi standards board ensures accountability through a fair and proactive process. Overseen by the Vice President, the standards board is made up of one representative per class year and meets weekly to review and resolve standards cases swiftly and fairly. The focus of the standards board is fairness and brotherhood alignment through restorative consequences and constructive outcomes.

#### **Chapter Development Questions for 2025-2026:**

- In what ways does the chapter collect and respond to member feedback to improve internal operations?
- How does the chapter evaluate and manage risk to ensure a safe and compliant organizational environment?
- How does the chapter evaluate the effectiveness of its operations (meetings, programming, recruitment, etc.) and use that information for continuous improvement?
- How are members prepared to assess a potential member's embodiment of truth, honor, and personal integrity?

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

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

- The Chi Phi Philanthropy and Co-Philanthropy Chairs play critical roles in overseeing the fraternity's philanthropic activities. They are responsible for organizing events, encouraging participation, and ensuring the chapter's continued engagement with philanthropic causes. The chapter's philanthropic initiatives are crowdsourced during chapter meetings, ensuring active brother participation and ownership.
- Chi Phi's 15-hour community service requirement is a testament to the fraternity's commitment to leaving a long lasting impact on the Lehigh and Bethlehem community. 94% of the chapter fulfilled this requirement in the Fall 2024 semester. Approximately 95% of the chapter fulfilled this requirement in the Spring 2025 semester.
- The fraternity continues to host recurring service events such as weekly tutoring sessions at the Boys and Girls Club and Broughal Homework Club dinners, demonstrating a longstanding commitment to supporting Bethlehem youth and education.
- Chi Phi has continued to build upon its Narcan initiative, now in partnership with the Bethlehem Health Bureau and the CSO. Through the Narcan initiative, the chapter was able to distribute over 150 Narcan kits to the Lehigh community, supply kits to neighboring police departments, and provide Fentanyl test strips that are available and accessible at the chapter facility at all times.
- Continued collaborations with organizations such as Alpha Phi, Kappa Delta, Pi Beta Phi, Psi Upsilon, and Zeta Tau Alpha demonstrates the fraternity's commitment to fostering relationships with other chapters in the Interfraternity and Panhellenic councils.

- Chi Phi has done an excellent job featuring their service and philanthropic efforts on social media contributing to a positive narrative around fraternity life at Lehigh. Chi Phi is a model for other organizations on this front.

#### **Chapter Development Questions for 2025-2026:**

- How does the chapter identify community needs and determine which service opportunities align with its values and mission?
- How does the chapter track, assess, and reflect on the impact of its community service efforts throughout the year?
- How is the chapter reflecting on its lack of engagement with the Cultural Greek Council, and what intentional steps can be taken to build meaningful, sustained relationships with culturally based Greek-lettered organizations moving forward?

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

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

- Chi Phi was ranked sixth out of ten in the Fall 2024 semester with a GPA of 3.36 a decrease of 0.10 from the Spring 2024 semester. The 3.36 GPA placed the chapter above the All IFC and All Fraternity averages and below the All Greek average.
- Chi Phi was ranked third out of nine in the Spring 2025 semester with a GPA of 3.40, an increase of 0.04 from the Fall 2024 semester. The 3.40 GPA placed the chapter above the All IFC and All Fraternity averages and below the All Greek average.
- Chi Phi's Spring 2025 new member class GPA was 3.18, ranking eighth out of nine chapters conducting Spring recruitment.
- Chi Phi had 38.8% of the chapter on the Dean's List in the Fall 2024 semester and 26.2% on the Dean's List in the Spring 2025 semester.
- The fraternity offers many forms of academic support for its members through initiatives such as Brothers by Major, Take it from your Brother, the Notice of Need for Academic Improvement, encouraging academic collaboration amongst the members of the chapter.
- Chi Phi addressed a decline in chapter GPA from Spring to Fall 2024 by creating a formalized Academic Success Plan to support at-risk students, reinforcing the core value of academic excellence in the fraternity's culture.

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

- How does the chapter identify members who are struggling academically, and what proactive support systems are in place to assist them before issues escalate?
- In what ways does the chapter track and evaluate the impact of its academic incentives, such as scholarships and the academic dinner, on member performance and motivation?
- How are academic expectations communicated to new members, and how is accountability maintained throughout their membership?
- How does the chapter ensure that members across all majors—not just engineering—feel equally supported and valued in their academic pursuits?

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 in the 2024-2025 academic year.
- Chi Phi had no issues with openings or closings in the 2024-2025 academic year.
- Chi Phi had no major Life Safety Violations in the 2024-2025 academic year.
- Housing Services noted that the house manager was regularly involved and was always up to date with anything pertaining to the chapter facility. The house manager was highly communicative and did not miss any meetings in the 2024-2025 academic year, an improvement from last year.

### Chapter Development Questions for 2025-2026:

- How clearly are housing expectations communicated to residents, and how is accountability maintained?
- How does the chapter ensure that common spaces and living areas are welcoming, functional, and well-maintained?

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 2024-2025 Accreditation committee.**

Chi Phi has been given the rating of accredited with excellence due to its strong performance across key areas of chapter operations, academics, leadership development, and facilities management. The chapter has demonstrated a commitment to academic achievement, with a term GPA exceeding the all-Greek and university averages in Spring 2024, and nearly half of its members earning Dean's List honors. Leadership and membership development is another area of strength, with robust officer transitions, mentorship programming, and active engagement in university and interfraternity leadership opportunities. Operationally, Chi Phi upholds high standards in risk management, financial transparency, and internal communication, as reflected in regular executive oversight and advisor involvement. The chapter has also made significant strides in facilities management—completing major housing renovations, prioritizing sustainability, and maintaining strong communication with university housing staff, resulting in zero major safety violations. While Chi Phi's performance is commendable, areas of improvement include continuing to enhance academic support resources to regain a higher IFC academic rank and fostering broader member engagement in chapter-wide service and diversity initiatives. Overall, the chapter's holistic approach to brotherhood, academics, leadership, and facility upkeep exemplifies the standards of excellence expected of top-performing fraternities.

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

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- In what ways does the chapter identify and develop the potential of emerging leaders within the brotherhood?
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**Best Practices**

- Conducted frequent audits, maintained a 15% savings buffer, and transitioned to more efficient financial systems including direct app payments.
- Offered scholarships, held resume workshops, utilized peer tutoring, and created academic incentives like GPA-based dinners and awards.
- Required service hours, collaborated with campus and local partners on impactful events like the Narcan awareness drive and Victory House 5K.