

### Leadership & Member Development

- Phi Sigma Chi places a foundational emphasis on leadership as a vehicle for academic, social, and personal advancement, evidenced by over 60% of members holding leadership roles in over 40 diverse campus organizations.
- Notable members hold positions such as President of ALPFA, President of the Cultural Greek Council, and Executive Board seats in organizations like BSU, ACS, SEAL, and LUMAPS.
- The new member education process emphasizes leadership fundamentals, preparing incoming members to plan and pitch original event proposals. Through the new member education process, the fraternity ensures every member is equipped with professional development skills like public speaking, proposal creation, and project execution.
- Phi Sigma Chi fosters leadership through participation in external development programs such as NGLA and Lehigh's Greek EMerging Leaders (GEM).
- Leadership within the fraternity is linked to personal development; members apply learned skills to broader campus leadership roles, including university-wide DEI initiatives.
- Officer development is guided by a systematic transition process involving written reports, mentoring, hands-on shadowing, and structured biweekly leadership development meetings. Officers create transition documents outlining project timelines, financial responsibilities, essential contacts, and strategic recommendations.

### Chapter Development Questions for 2025-2026:

- How effectively are lessons from leadership conferences being shared and implemented across the brotherhood?
- How does the chapter assess the impact of leadership experiences on personal and professional growth?
- How are leadership roles within and beyond the fraternity used to reinforce Phi Sigma Chi's core principles?
- In what ways does the chapter encourage reflection and feedback on leadership experiences and roles?

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

### Organizational Operations

- Phi Sigma Chi maintains a clearly defined executive structure, with designated roles such as President, Vice President, Treasurer, Recruitment Chair, and Campus Outreach Chair.
- The chapter's internal governance includes a Standards Board overseen by the Minister of Brotherly Conduct, who enforces accountability, resolves internal disputes, and promotes adherence to chapter bylaws and university policy.

- The chapter's New Member Intake process is inclusive, educational, and policy-compliant, incorporating risk management education, sexual education, and hazing prevention programs.
- Monthly advisor consultations strengthen organizational alignment and provide external support for leadership decisions, budgeting, and programming.
- The chapter is committed to sustainable growth by maintaining ongoing documentation and assessments for continuous improvement. Long-term goals include developing an alumni mentorship pipeline and ensuring that 90% of members hold campus leadership positions by 2026.

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

- How effectively does the executive board structure support chapter management and goal achievement?
- How well is the officer transition system preparing members to assume leadership roles confidently and competently?
- How does the chapter balance administrative efficiency with maintaining a values-driven culture?
- To what degree is the Standards Board functioning as an effective accountability mechanism?
- How are advisor relationships leveraged to strengthen strategic planning and operations?

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

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

- Community service is integrated into Phi Sigma Chi's identity, guided by five national philanthropic initiatives: the 363 Campaign, BeautiPHication, Multicultural Awareness, Sickle Cell Disease Awareness, and Network for Success.
- The chapter logged over 200+ volunteer hours per semester at the Hispanic Center in Bethlehem, where brothers support food distribution, education programs, and community building.
- Phi Sigma Chi frequently partners with cultural and Greek organizations such as Lambda Theta Alpha, Sigma Phi Epsilon, and the Latinx Student Alliance to amplify impact and participation.
- Events like "Hand Painting Night" with the ASL Club and "Destigmatizing Mental Health" with the Lehigh Public Health Club demonstrate a commitment to advocacy, education, and service to marginalized groups.
- Community outreach is embedded in event planning from intake onward, with new members tasked to create and propose their own philanthropic and service initiatives during the new member education period.
- Service activities are well-integrated into the chapter calendar and evaluated at weekly meetings to reflect on impact and ensure alignment with fraternity values.

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

- In what ways does Phi Sigma Chi engage non-members and other student organizations in its service events?
- How does the chapter ensure that its community service initiatives align with both its national philanthropies and local needs?

- How does the chapter evaluate the impact of its service efforts on the Bethlehem community and beyond?

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

### Academic & Intellectual Advancement

- Phi Sigma Chi was ranked first out of two in the fall 2024 semester with a GPA of 3.25, an increase of .51 from the spring 2024 semester. The 3.25 GPA placed the chapter above the All CGC average and below the All Fraternity and All Greek averages.
- Phi Sigma Chi was ranked first out of three in the spring 2025 semester with a GPA of 3.26, an increase of 0.01 from the fall 2024 semester. The 3.26 GPA placed the chapter above the All CGC average and below the All Fraternity and All Greek averages.
- Phi Sigma Chi's fall 2024 new member class GPA was 3.2 ranking, first out of one chapter conducting fall recruitment.
- Phi Sigma Chi's spring 2025 new member class GPA was 3.12 ranking first out of three chapters conducting spring recruitment.
- Phi Sigma Chi had 33.3% of the chapter on the Dean's List in the fall 2024 semester and 31.6% on the Dean's List in the spring 2025 semester.
- In the fall 2024 semester the chapter held the highest GPA among all Cultural Greek Council organizations, averaging a 3.25 across its membership.
- Weekly study sessions foster a supportive academic culture and encourage collaborative learning within the chapter.
- Events like "Lehigh Declassified" and "Beyond the Classroom" offer academic orientation and study strategies for underrepresented and international students.

### Chapter Development Questions for 2024-2025:

- In what ways does the chapter integrate intellectual programming (e.g., speaker series, academic panels) into its event calendar?
- How does the chapter cultivate a culture that consistently prioritizes academic achievement?
- What systems are in place to identify and support members who may be struggling academically?

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 2024-2025 Accreditation committee.

The Mu Chapter of Phi Sigma Chi Multicultural Fraternity, Inc. demonstrated strong performance across multiple areas during the 2024–2025 accreditation cycle, with particular strengths in community service, engagement, and member involvement in campus initiatives. The chapter's consistent service to the

Hispanic Center, along with its execution of culturally relevant programming and collaborative philanthropic events, reflects a deep commitment to its values of unity, advocacy, and civic responsibility. Additionally, the fraternity has made notable strides in operational structure, academic support systems, and member development through well-defined officer transitions and educational programming for new members.

Despite these successes, the chapter faces ongoing challenges with leadership sustainability and internal alignment. A significant concern is the disproportionate burden placed on the chapter president, who appears to shoulder much of the chapter's strategic and operational workload. This has led to signs of burnout and indicates a lack of distributed leadership across the membership. Furthermore, there seems to be a disconnect between the president's vision and the collective direction embraced by the chapter, contributing to inconsistent momentum in goal-setting and execution. Additionally, there are concerns about the repeated use of language from prior accreditation reports without sufficient updates or reflection. This practice may hinder the chapter's ability to accurately assess its current state, track progress, and demonstrate authentic growth. To ensure long-term stability and effectiveness, the chapter should prioritize cultivating shared leadership, strengthening internal communication, and fostering a culture of collective responsibility and collaboration. Addressing these areas will be essential for supporting both the wellbeing of chapter leaders and the continued advancement of the organization's mission.

**The Accreditation committee assigns Phi Sigma Chi an overall rating of Accredited, meaning the chapter meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.**

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- How are leadership roles within and beyond the fraternity used to reinforce Phi Sigma Chi's core principles?
- In what ways does the chapter encourage reflection and feedback on leadership experiences and roles?
- How effectively does the executive board structure support chapter management and goal achievement?
- How well is the officer transition system preparing members to assume leadership roles confidently and competently?
- How does the chapter balance administrative efficiency with maintaining a values-driven culture?
- To what degree is the Standards Board functioning as an effective accountability mechanism?
- How are advisor relationships leveraged to strengthen strategic planning and operations?
- In what ways does Phi Sigma Chi engage non-members and other student organizations in its service events?
- How does the chapter ensure that its community service initiatives align with both its national philanthropies and local needs?
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