

Leadership & Member Development

- Pi Lambda Phi aims to develop its members by focusing on five key pillars, scholarship, leadership, character, commitment, and finance. These are emphasized throughout the semester via events and programs, fostering personal growth among members. As the first nonsectarian fraternity, Pi Lambda Phi aims to promote equality within its structure, encouraging fun while also aiding in the growth of its members into well-rounded individuals.
- New members participated in structured education sessions offered through the online platform, Pi Lambda Phi University that emphasized the chapter's history, values, and expectations, which contributed to their effective integration. New Members were given in-person quizzes after each presentation to maintain engagement and ensure active participation.
- The fraternity incorporated a cultural competency course through the Pi Lambda Phi University, covering inclusivity in Greek life and professional settings. The course focused on awareness of inequalities, self-awareness, social identities, and inclusive practices, which could be added to LinkedIn profiles.
- Members of Pi Lambda Phi participated in various leadership development opportunities offered by both the IHQ and FSLs such as the National Leadership Institution, Regional Conclave, Summit for Greek Excellence, LAUNCH, and the annual Northeast Greek Leadership Association conference. This demonstrates the organization's willingness to learn and grow as they reflect on their first full academic year back on Lehigh's campus.
- Every member of Pi Lambda Phi is required to be in at least one other student organization before being eligible to join, emphasizing fraternity's commitment to being involved in the Lehigh community outside of the chapter.

Chapter Development Questions for 2025-2026:

- How effectively does the chapter promote leadership opportunities beyond executive roles for all members?
- In what ways does the chapter encourage members to engage with campus or national leadership conferences?
- How are non-traditional leadership roles (e.g., Wellness Chair, DEI Chair) integrated into chapter operations and culture?
- Are leadership retreats or goal-setting workshops being used to align chapter direction and priorities?
- What systems are in place to hold executive board members accountable for their responsibilities?

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

Organizational Operations

- Pi Lambda Phi held weekly chapter meetings using a structured agenda format, with Roberts Rules of Order followed for consistency and fairness.
- The chapter created its governing documents with input from the executive board, chapter members, and alumni. Monthly discussions are held to revise and update the constitution and bylaws.

- A chapter Google Drive system was maintained with clear organization of reports, minutes, forms, and historical data to assist with officer transition and institutional memory. The chapter also created a comprehensive operations calendar, accessible to all members, which tracked events, deadlines, and university obligations.
- The chapter prioritizes maintaining close ties with alumni, recognizing the importance of their experience, support, and mentorship for current members. The alumni network plays a vital role in sustaining the traditions and values of the chapter.
- Prior to taking office, executive board members were trained on conflict resolution, Title IX, and bystander intervention to better support a safe and inclusive community.
- An internal standards board was active in addressing behavioral concerns and maintaining accountability, including conducting restorative justice processes when appropriate.
- The chapter is transparent about its budget, presenting it at the start of each semester and incentivizing early payments.
- The chapter faced several minor incidents early on, which led to sanctions and adjustments to its risk management strategies. This included changes to how risk monitors were deployed and improvements in event management.

Chapter Development Questions for 2025-2026:

- How effectively is the standards or judicial board functioning in upholding chapter accountability?
- Are chapter documents, calendars, and communication tools organized and accessible to all members?
- What systems are in place to ensure compliance with national, campus, and IFC policies?
- What strategies are in place to prevent burnout among officers and committee chairs?

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

Community Service & Engagement

- Members of Pi Lambda Phi collectively completed over 400 hours of community service, partnering with local organizations such as Habitat for Humanity, the Boys and Girls Club, and university-sponsored service days. Each member is required to complete at least 15 hours of community service a semester.
- Weekly service opportunities were communicated via GroupMe and included group sign-ups to encourage high participation and a sense of communal purpose.
- Pi Lambda Phi has established relationships with other fraternities and sororities at Lehigh, collaborating with organizations such as Alpha Phi, Kappa Alpha Theta, Kappa Delta, and Phi Sigma Chi. This demonstrates the fraternity's willingness to work with other organizations to amplify the impact of its service and philanthropic initiatives.
- Service events were reflected upon in chapter meetings, allowing members to share experiences and reinforce the chapter's values of servant leadership.
- All service and philanthropy hours were tracked using a shared spreadsheet system, allowing leadership to ensure equity in participation.

Chapter Development Questions for 2025-2026:

- What steps is the chapter taking to ensure continuity of service programs from semester to semester?
- How does the chapter ensure that community service opportunities are inclusive and accessible to all members?
- What reflection or discussion is built into the service experience to reinforce chapter values?
- In what ways is the chapter collaborating with other Greek or student organizations for service initiatives?
- How can the chapter work to establish more meaningful relationships with organizations both within the Interfraternity council and those in the Panhellenic and Cultural Greek Councils?

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

Academic & Intellectual Advancement

- Pi Lambda Phi was ranked tenth out of ten in the fall 2024 semester with a GPA of 2.92, a decrease of 0.19 from the spring 2024 semester. The 2.92 GPA placed the chapter below the All IFC, All Fraternity, and All Greek average.
- Pi Lambda Phi was ranked ninth out of nine in the spring 2025 semester with a GPA of 3.16, an increase of 0.24 from the fall 2024 semester. The 3.16 GPA placed the chapter below the All IFC, All Fraternity, and All Greek average.
- Pi Lambda Phi's spring 2025 new member class GPA was 3.10, ranking ninth out of nine of chapters conducting spring recruitment.
- Pi Lambda Phi had 13.6% of the chapter on the Dean's List in the fall 2024 semester and 28.1% on the Dean's List in the spring 2025 semester.
- The chapter implemented an academic plan after a decrease in GPA from Spring to Fall 2024. This plan consists of appointing a chapter academic chair to guide and improve academic success, a buddy system that pairs members below 2.7 with members of the same major that are on the Dean's List, two hour study session requirement per week, and using the house as a quiet study space every weekday from 4-6pm.
- The chapter collaborated with professors and alumni to host career panels and guest speaker events focused on different industries and academic disciplines.

Chapter Development Questions for 2024-2025:

- How well are chapter-wide study sessions or academic workshops attended and structured?
- How are academic expectations communicated during recruitment and new member education?
- What is the chapter doing to support members in balancing academics with other commitments?
- What role does the Academic Chair play in setting goals, tracking progress, and maintaining standards?
- How does the chapter evaluate and reflect on academic performance collectively each semester?

In the area of **Academic & Intellectual Development**, the committee rated Pi Lambda Phi to be an Unaccredited - Chapter.

Facilities Management

- Pi Lambda Phi had no common damages in the 2024-2025 academic year.
- Pi Lambda Phi had no issues with openings or closings in the 2024-2025 academic year.
- Pi Lambda Phi had no major Life Safety Violations in the Fall 2024 semester and had one major Life Safety Violation in the Spring 2025 semester.
- The chapter House Manager conducted weekly inspections to ensure cleanliness, identify repair needs, and enforce safety standards.
- Chapter leadership worked with alumni to plan future renovations aimed at improving energy efficiency and accessibility in the facility.
- Communal spaces such as the kitchen, bathrooms, and lounges were subject to a rotating chore system to distribute responsibilities equitably among residents.
- The fraternity addressed any facility-related damages immediately, holding members accountable through a judicial board.
- Pi Lambda Phi worked with Eco-Reps to reduce food waste. Members learned to take smaller portions and finish food to minimize waste. The Hungry Hawks website was also used to access leftover catered food, further reducing waste.

Chapter Development Questions for 2025-2026:

- How effectively is the chore system or house duty roster being enforced?
- How are members educated on shared living expectations and cleanliness standards?
- How is feedback from live-in members collected and used to improve the residential experience?
- How often does the chapter assess the condition of key shared spaces (kitchen, bathrooms, study rooms) to ensure they remain functional and welcoming?

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

Overall Rating

Overall, Pi Lambda Phi has been rated an Accredited chapter by the 2024-2025 Accreditation committee.

Pi Lambda Phi demonstrated strong performance across several core areas of chapter development. The chapter has shown a clear commitment to fostering leadership, maintaining organizational structure, and creating a positive residential environment. In addition, the chapter's engagement with the campus and broader Bethlehem community was a particular strength, with high levels of member involvement in service initiatives and a clear focus on making a positive impact beyond their organization. While the chapter is meeting expectations in most areas, there are still opportunities for growth. Strengthening academic support structures is a key area for improvement, particularly in developing proactive systems for accountability, recognition, and member development. The chapter is encouraged to implement more formal academic success programs and take advantage of university resources to ensure members are supported both socially and intellectually. Continued attention to executive transitions, officer training, and documentation will also help ensure long-term sustainability and smoother leadership handoffs. By building on existing strengths and addressing these growth areas, Pi Lambda Phi is well-positioned to elevate its overall chapter operations and member experience.

The Accreditation committee assigns Pi Lambda Phi 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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- Are leadership retreats or goal-setting workshops being used to align chapter direction and priorities?
- What systems are in place to hold executive board members accountable for their responsibilities?
- How effectively is the standards or judicial board functioning in upholding chapter accountability?
- Are chapter documents, calendars, and communication tools organized and accessible to all members?
- What systems are in place to ensure compliance with national, campus, and IFC policies?
- What strategies are in place to prevent burnout among officers and committee chairs?
- What steps is the chapter taking to ensure continuity of service programs from semester to semester?
- How does the chapter ensure that community service opportunities are inclusive and accessible to all members?
- What reflection or discussion is built into the service experience to reinforce chapter values?
- In what ways is the chapter collaborating with other Greek or student organizations for service initiatives?
- How can the chapter work to establish more meaningful relationships with organizations both within the Interfraternity council and those in the Panhellenic and Cultural Greek Councils?
- How well are chapter-wide study sessions or academic workshops attended and structured?
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- What is the chapter doing to support members in balancing academics with other commitments?
- What role does the Academic Chair play in setting goals, tracking progress, and maintaining standards?
- How does the chapter evaluate and reflect on academic performance collectively each semester?
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Best Practices

- The chapter developed strong partnerships with local service organizations, which enabled the chapter to participate in a wide range of meaningful volunteer opportunities throughout the academic

year. These collaborations significantly increased member engagement and allowed the chapter to collectively contribute over 400 service hours, reflecting a deep commitment to consistent, impactful community involvement.