

Academic Achievement

- Chi Phi was ranked fourth out of eight IFC fraternities in the Fall 2025 semester with a GPA of 3.41, an increase of .01 from the Spring 2025 semester. The 3.41 GPA placed the chapter below the All Greek average and above the All IFC and All Fraternity averages.
- Chi Phi was ranked fourth out of eight IFC fraternities in the Spring 2026 semester with a GPA of 3.41, equal to the Fall 2025 Semester. The 3.41 GPA placed the chapter below the All Greek average and above the All IFC and All Fraternity averages.
- Chi Phi's Spring 2026 new member class GPA was 3.38, ranking fourth out of eight chapters conducting Spring recruitment.
- Chi Phi had 43.9% of the chapter on the Dean's List in the Fall 2025 semester and 40.7% on the Dean's List in the Spring 2026 semester.
- The chapter aims for each brother to achieve over a 3.0 GPA with individualized support for those falling below this threshold, while working to raise the current house GPA of 3.35 to exceed the IFC average of 3.37, demonstrating commitment to both individual member success and collective chapter academic excellence.
- Members whose GPAs fall under 2.8 are required to complete mandatory workshops and weekly study hours until academic improvement is demonstrated, providing structured accountability and support for brothers facing academic challenges while preventing further decline in performance.
- Chi Phi conducts post-common-hour exam checks through Google Forms to assess how members felt about their performance and identify areas for improvement, while offering one-on-one support meetings for members struggling academically, creating a data-informed approach to academic support that allows the Academic Chair to intervene before problems become severe.

Chapter Development Questions for 2026-2027:

- How can the chapter leverage its Academic Big Brother mentorship program to not only support struggling students but also create a culture where academic excellence is celebrated and normalized across all class years?
- In what ways can the chapter better integrate academic support resources into the new member education experience to establish strong study habits from day one, and how can current brothers model these behaviors consistently?
- How might the chapter expand its partnerships with academic departments and faculty members to create discipline-specific study groups or guest lectures that benefit both Chi Phi members and the broader campus community?
- What additional metrics beyond GPA could the chapter track to better understand the effectiveness of its academic support programs, and how might qualitative feedback from members inform future iterations of workshops and interventions?

Campus and Community Engagement

- According to the campus involvement spreadsheet, approximately 90% of Chi Phi members are involved in non-Greek student organizations, with about 44% of those involved members holding leadership positions, demonstrating significant breadth and depth of engagement across campus

including clubs such as LUEMS, Student Advisory Committee, Pre-Dental Club, Operation Smile, AKPsi, IMG, Sharing Excess, and numerous academic and professional organizations.

- The chapter initiated a new form of alumni engagement by inviting alumni to visit the chapter house to share career advice, industry knowledge, and practical networking guidance followed by dinner together, while actively building an alumni database to help undergraduates network and create professional leads after working with Lehigh's Career Center.
- Chi Phi uses social media platforms including Instagram, LinkedIn, and Facebook as tools to highlight chapter life in ways that reflect its values of Truth, Honor, and Personal Integrity by promoting events, celebrating member and chapter accomplishments, and sharing stories that reinforce emphasis on academic achievement, service, leadership, and personal development rather than solely social activities.
- The chapter collaborated with the Italian Club to promote Italian culture through a heritage-focused event, but did not plan to collaborate with many outside organizations in the spring semester, representing an area identified for growth with no partnerships beyond other IFC and Panhellenic organizations and no concrete engagement with Cultural Greek Council chapters during the academic year.

Chapter Development Questions for 2026-2027:

- How can the chapter build upon its individual campus involvement rate to create more intentional chapter-level partnerships with non-Greek organizations, and what structures might facilitate this transition from individual to collective engagement?
- What strategies could the chapter implement to ensure consistent engagement with both faculty and staff advisors throughout the year, and how might these relationships be leveraged to enhance the chapter's academic and professional development programming?
- In what ways can the chapter expand its alumni engagement beyond career networking to include mentorship in areas such as work-life balance, ethical leadership, and lifelong commitment to Chi Phi's values?
- How might the chapter develop a more robust assessment framework to measure the quality and impact of its campus engagement efforts, moving beyond participation metrics to understanding meaningful outcomes for both members and partner organizations?

Chapter Growth and Sustainability

- The chapter allows all eligible students to participate in rush events, ensuring every student has an opportunity to join regardless of background, and addresses potential financial barriers by offering payment plans for dues, flexible payment options based on individual financial situations, and scholarships available through Chi Phi National Fraternity to ensure membership is accessible to all qualified candidates.
- Chi Phi implements a pre-election transition process where potential future officers for main Executive Board positions are voted on and shadow the current officer for an entire semester before elections, providing extensive hands-on training and ensuring qualified candidates are prepared for leadership responsibilities before assuming their roles.
- Following elections, the chapter maintains a 2-3 week dedicated transition period where outgoing officers provide one-on-one meetings with their successors, ensuring knowledge transfer, discussing role-specific challenges and strategies, and mentoring new officers in a focused environment before they assume full responsibility for their positions.
- The New Member Education program is designed to transform members into better citizens guided by Chi Phi's three core values—Truth, Honor, and Personal Integrity—through discussion-based

reflection rather than lecture formats, with every meeting paired with structured reflection on why topics are important to solidify understanding and learning in meaningful ways.

Chapter Development Questions for 2026-2027:

- What strategies could the chapter implement to gather ongoing feedback from new members about their education experience, and how might this feedback be systematically incorporated to continuously improve the program while maintaining its values-based foundation?
- In what ways can the chapter expand its financial accessibility initiatives beyond payment plans and scholarships to address other potential barriers to membership, such as time commitments and cultural fit concerns?
- How might the chapter develop metrics to assess whether its New Member Education program is successfully achieving its stated goal of transforming members into "better citizens," and what evidence would demonstrate this transformation beyond completion of program requirements?

Service and Philanthropy

- The chapter maintains two dedicated philanthropy chair positions responsible for planning events, tracking service hours, and holding brothers accountable, demonstrating a formalized approach to community service within the organization.
- Chi Phi implements a class-year-based service requirement system with a minimum of 15 hours per semester, enforcing accountability through a \$10 fine per missing hour while incentivizing excellence with +0.5 house points per hour completed above the minimum requirement.
- Beyond their own programming, Chi Phi actively participates in and supports other Greek organizations' philanthropic efforts, reinforcing a culture of service that extends beyond chapter boundaries and strengthens the broader Greek community's impact.
- The philanthropy chairs provide clear communication standards, posting final event details one week in advance, requiring members to arrive 5-10 minutes early for sign-in credit, and maintaining direct accessibility (phone contact provided) for questions or concerns, ensuring smooth event execution and accurate hour tracking.
- The chapter encourages brothers to suggest new philanthropic initiatives at weekly chapter meetings, fostering a bottom-up approach to service that has led to innovative programs like the Narcan distribution initiative and diverse partnership opportunities across the Lehigh Valley.

Chapter Development Questions for 2026-2027:

- How can the chapter move beyond tracking service hours to measuring the actual impact and outcomes of its philanthropic work, and what partnerships with community organizations might provide feedback on the effectiveness of the chapter's service contributions?
- What strategies could the chapter implement to ensure that its philanthropic programming aligns more explicitly with Chi Phi's core values of Truth, Honor, and Personal Integrity, and how might these connections be articulated to members and the broader community?
- In what ways can the chapter expand its successful harm reduction programming to become a sustained, year-round initiative rather than isolated events, and what additional training or partnerships would be needed to support this expansion?
- How might the chapter leverage its strong individual participation rate (exceeding minimum requirements) to take on larger-scale service projects that could have more transformative impact in the Lehigh Valley community?

Facility Management

- The chapter maintains a comprehensive approach to facility management focused on accountability, cleanliness, and safety, with the House Manager serving as the primary coordinator for maintenance issues, communication with university staff, and ensuring members uphold standards for both shared and personal living spaces.
- All members are expected to maintain clean living spaces, report maintenance issues promptly through established channels, and follow guidelines that reduce unnecessary resource use, establishing a culture of collective ownership and proactive problem-solving rather than reactive response to facility concerns.
- Sustainability and facility management expectations are communicated through multiple channels including new member education programs that introduce expectations early, regular discussions during chapter meetings that reinforce standards, and ongoing reminders through digital platforms, ensuring all members understand their responsibilities regardless of class year or position.
- Accountability for facility maintenance and sustainability practices is upheld through the chapter's Standards Board, which addresses violations of facility expectations and ensures all members contribute to maintaining a responsible and sustainable living environment, providing consequences for those who fail to meet established standards while recognizing positive contributions.

Chapter Development Questions for 2026-2027:

- What systems could be implemented to recognize and reward members who consistently demonstrate exemplary facility management, and how might positive reinforcement complement the accountability measures currently enforced by the Standards Board?
- How can the House Manager role be supported with additional training, resources, or assistance to prevent burnout and ensure that facility management responsibilities are distributed equitably across the membership rather than concentrated in a single position?
- In what ways might the chapter expand its sustainability plan beyond internal operations to include advocacy for or partnership with campus-wide environmental initiatives, potentially positioning Chi Phi as a leader in Greek Life sustainability efforts?

Health and Safety

- The chapter has adopted and implements Chi Phi Fraternity's national Risk Management Policy covering alcohol and drugs, hazing prevention, respect and dignity, sexual abuse and harassment prevention, fighting and physical abuse prohibition, fire/health/safety standards, and water feature restrictions, ensuring compliance with both national and local standards.
- The chapter implements a mandatory sober monitor system with a minimum ratio of one sober monitor for every 25 guests (minimum of two monitors regardless of event size), requiring monitors to remain substance-free starting 12 hours before events, attend pre-event briefings 30 minutes before events begin, wear visible identifiers, and maintain specific zone assignments to ensure comprehensive venue coverage.
- Chi Phi designates a single Officer in Charge for every event who must be an active initiated member in good standing, have completed all required risk management training, commit to remaining sober for the entire event duration, be easily identifiable through unique clothing or badges, maintain ultimate decision-making authority including the power to deny entry, remove guests, shut down alcohol service, or end events entirely if deemed unsafe.
- Chi Phi maintains a comprehensive Crisis Management Plan that designates the Chapter President (or next-ranked officer) as the person responsible for calling LUPD and restricting access to incident

areas. The plan requires notification of the Executive Director/Headquarters and Chapter Advisor Enrique Rosado, prohibits member speculation or media statements, and includes specific procedures for serious injury situations and post-crisis counseling coordination with university resources.

Chapter Development Questions for 2026-2027:

- How can the chapter ensure that risk management training and safety protocols remain fresh in members' minds throughout the semester rather than being treated as one-time educational sessions at the beginning of the year?
- In what ways can the chapter expand its health and safety programming beyond event-focused risk management to address broader wellness concerns such as mental health, sexual health, and substance use education in non-emergency contexts?
- How might the chapter develop a recognition system that celebrates members who consistently demonstrate excellent judgment and safety-conscious behavior, thereby reinforcing a culture where risk management is viewed as a positive value rather than merely a set of restrictive rules?

Member Education and Development

- The chapter utilizes a Standards Board consisting of a standards chair and four year-representative members (one from each class year), overseen by the Vice President, which meets weekly to review conduct cases, meet individually with involved brothers, and when no cases exist, proactively discuss general culture and brotherhood improvements to stay aligned with organizational values.
- The chapter has eliminated monetary punishments (except for property damage like broken windows) to avoid financial inequity among members, instead implementing equitable and educational consequences such as extra kitchen cleaning duties, repair work, or facilitated conversations that promote learning and growth.
- The chapter's executive board meets every Sunday before chapter meetings to engage in reflective practice, discussing what the board and chapter did well and identifying areas for improvement, creating a continuous leadership development cycle focused on the betterment of the chapter.
- All members are encouraged to visit the Center for Career and Professional Development before sharing resumes with alumni, and the chapter is actively building a comprehensive alumni database of current roles to generate direct job and internship leads for brothers, creating a structured pathway from career preparation to opportunity.

Chapter Development Questions for 2026-2027:

- What structures could be implemented to ensure that the chapter's campus leadership involvement is leveraged to benefit the chapter itself?
- In what ways might the chapter expand its professional development programming beyond career networking to include topics such as financial literacy, negotiation skills, personal branding, and work-life balance that would prepare members for holistic professional success?
- How can the chapter develop a more intentional curriculum for new member education around conduct expectations and values-based decision making that goes beyond policy presentation to scenario-based learning and ethical reasoning development?

Member Engagement and Belonging

- The chapter hosts biweekly brotherhood dinners at the house with all active members who can participate, creating consistent touchpoints for relationship building and intentional small-group interaction without alcohol present.
- During brotherhood dinners, members split into small groups of 6-8 brothers organized by table, where they engage in meaningful reflections on their weeks, discuss chapter events and participation levels, and collaboratively set goals for moving forward together.
- The chapter created a brotherhood running group on Strava, leveraging technology to promote and support ongoing engagement, physical activity tracking, and wellness accountability among members in an accessible and interactive format.
- The chapter's wellness initiatives are not treated as separate from brotherhood development but rather integrated as core components of member engagement, reflecting an understanding that physical and mental health support is fundamental to authentic belonging and sustainable fraternity membership.

Chapter Development Questions for 2026-2027:

- How can the chapter assess whether its biweekly brotherhood dinners and small group discussions are creating meaningful connections across class years, social groups, and the full diversity of the membership, and what interventions might address any gaps in inclusion or belonging?
- What additional wellness programming or resources could be developed to support members facing specific challenges such as academic stress, relationship issues, family concerns, or identity-related struggles that may not be adequately addressed in general wellness presentations?
- How can the chapter ensure that its alcohol-free programming receives the same level of enthusiasm and attendance as its social events?

Goals and Achievement Plan

- The chapter conducted a thorough SWOT analysis identifying key strengths including leadership development, strong organizational operations with weekly executive board and chapter meetings, facilities management with zero violations, and a Standards Committee ensuring brothers uphold core values of truth, honor, and personal integrity.
- The chapter recognized significant weaknesses in Academic Achievement, including falling below the All-Greek average GPA for both semesters, the Spring new member class ranking 8th of 9 chapters in GPA, a drop in Dean's List percentage from 38.8% to 26.2%, and unclear impact of existing academic programs with inadequate presentation to new members.
- The chapter aims to conduct philanthropic and community service efforts in collaboration with a Cultural Greek Council (CGC) organization and another campus club, addressing the identified weakness of no CGC engagement and no concrete plan for sustained partnerships, while expanding the chapter's reach beyond only partnering with IFC and Panhellenic organizations.

Chapter Development Questions for 2026-2027:

- In what ways can the chapter expand participation in goal-setting and strategic planning beyond the executive board to incorporate diverse member perspectives, and how might broader ownership of organizational goals increase buy-in and collective responsibility for achieving stated outcomes?
- In what ways can the chapter's goals reflect not just what it wants to achieve but who it wants to become as a brotherhood, and how might this aspirational vision inspire members to grow personally while contributing to collective success?