

### Academic Achievement

- Phi Sigma Chi was ranked first out of three CGC fraternities in the Fall 2025 semester with a GPA of 2.84, a decrease of .42 from the Spring 2025 semester. The 2.84 GPA placed the chapter above the All CGC average and below the All Greek and All Fraternity averages.
- Phi Sigma Chi was ranked first out of three CGC fraternities in the Spring 2026 semester with a GPA of 2.99, an increase of .15 from the Fall 2025 semester. The 2.99 GPA placed the chapter below the All Greek and all Fraternity averages and above the All CGC average.
- Phi Sigma Chi's Fall 2025 new member class GPA was 2.28 and was the only CGC fraternity conducting Fall intake.
- Phi Sigma Chi's Spring 2026 new member class GPA was 2.73 was the only CGC fraternity conducting Spring intake.
- Phi Sigma Chi had 7.1% of the chapter on the Dean's List in the Fall 2025 semester and 21.1% on the Dean's List in the Spring 2026 semester.
- The chapter cultivates a culture of academic excellence by bringing together students with varied academic interests and career paths, creating an environment where diversity serves as a catalyst for intellectual growth through collaborative learning, knowledge sharing, and cross-disciplinary perspectives that enrich each member's educational experience.
- Members participate in regularly scheduled weekly study sessions organized by major and class schedules, where brothers collaborate to discuss challenging topics, share effective study techniques, and provide mutual academic support, creating a consistent framework for academic accountability and peer-to-peer learning throughout each semester.

### Chapter Development Questions for 2026-2027:

- What specific mechanisms could the chapter implement to address the identified weakness of declining chapter GPA compared to previous years, and how might they set measurable academic improvement goals for the upcoming academic year?
- What strategies might the chapter employ to ensure consistent participation in academic programming among all members, particularly those who may not be struggling academically but could still benefit from collaborative learning opportunities?
- How can the chapter better support new members who are struggling academically?

In the area of **Academic Achievement**, the committee rated Phi Sigma Chi to be an **Unacceptable** Chapter.

### Campus and Community Engagement

- Members demonstrate significant engagement across the broader campus community, with the majority of brothers holding executive board positions in other student organizations and clubs outside the fraternity and sorority community, creating natural opportunities for collaborative events, strengthening relationships between diverse campus groups, and amplifying the chapter's presence and influence throughout the university's student organization ecosystem.

- The organization maintains comprehensive records of campus involvement through detailed spreadsheets tracking member participation across various student organizations, preserves examples of social media content demonstrating promotional strategies and engagement metrics, and documents communication materials used for alumni and family outreach, ensuring systematic tracking of engagement efforts and enabling data-driven assessment of the chapter's community impact and reach.
- The chapter leverages Instagram as its primary promotional platform to showcase organizational events, highlight "brother of the month" recognitions, celebrate member birthdays, acknowledge important cultural celebrations, and promote organizational values, while simultaneously utilizing GroupMe for real-time event promotion and facilitating member takeovers that provide authentic peer perspectives on the fraternity experience.
- Brothers maintain ongoing engagement with graduate members through a dedicated weekly group chat that provides regular updates on current chapter events, shares details about potential future organizational activities, and keeps alumni connected to the active chapter's progress, fostering a sense of continued community and enabling alumni to remain invested in the chapter's development and success.
- The chapter actively participates in PhiCon, the organization's national conference held biannually, where members engage in critical organizational business including national elections, funding discussions, future event planning, expansion efforts updates, and opportunities to address questions or concerns with national leadership, demonstrating consistent involvement with the broader Phi Sigma Chi network.

#### **Chapter Development Questions for 2026-2027:**

- How might the chapter leverage its members' executive board positions in other campus organizations to create more intentional collaborative programming that advances both organizations' missions while expanding Phi Sigma Chi's campus visibility?
- In what ways could the chapter strengthen its relationship with the Fraternity and Sorority Life office beyond basic compliance requirements to become a model organization for campus engagement and receive additional institutional support?

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

#### **Chapter Growth and Sustainability**

- As a multicultural organization, Phi Sigma Chi prioritizes accessibility and inclusion as core goals by ensuring that recruitment events and weekly volunteering opportunities are open to all students regardless of background, with attendance actively encouraged through social media promotion and direct email outreach, while academically eligible students receive equal opportunity to meet and learn about the fraternity before being evaluated based on academic standing, personal goals, professional presentation, and demonstrated desire for individual growth rather than arbitrary selection criteria.
- The chapter has implemented a formalized written document system that requires outgoing officers to create detailed guides listing specific requirements, duties, and actions expected within their roles, including step-by-step instructions on how to complete tasks, identification of key contacts both within and outside the organization, and protocols for handling potential issues, ensuring institutional knowledge is preserved and transferred effectively between leadership cycles to maintain organizational continuity and operational excellence.

- The organization requires outgoing officers to conduct one-on-one transition meetings with newly elected officers to personally guide them through role expectations and thoroughly review the comprehensive written documentation, creating opportunities for direct knowledge transfer, clarification of questions, mentorship relationship development, and real-time problem-solving discussions that prepare incoming leaders to assume their responsibilities with confidence and clarity from the beginning of their tenure.
- New members are required to create 3-5 original event ideas they are passionate about leading, including at least 1-2 events addressing Phi Sigma Chi's philanthropies, then develop complete proposals with sensible budgets, pitch their concepts to the full chapter for approval to practice public speaking skills, and conduct test runs of their events with current members to receive feedback and learn adaptation strategies, ensuring incoming members are immediately equipped to contribute meaningfully to chapter programming upon initiation.

#### **Chapter Development Questions for 2026-2027:**

- What strategies could the organization implement to address the identified weakness of inconsistent communication between brothers and challenging leadership transitions, particularly given the loss of senior leaders with institutional knowledge?
- What mechanisms could the chapter establish to ensure that values-based learning remains a consistent priority throughout members' entire fraternity experience, not just during new member education and weekly chapter meetings?

In the area of **Chapter Growth and Sustainability**, the committee rated Phi Sigma Chi to be an Accredited **Chapter**.

#### **Service and Philanthropy**

- The chapter completed over 200 total service hours during the 2025-26 academic year with an average of 16 hours per member, demonstrating significant collective commitment to community engagement and exceeding typical expectations for service participation across the organization.
- Brothers maintained consistent weekly volunteering commitments at the Hispanic Center throughout the entire academic year, establishing a sustained partnership that provides reliable support to underserved populations and creates meaningful ongoing relationships between the fraternity and local community organizations.
- The organization actively promotes four key national initiatives including Multicultural Awareness (education and inclusivity), the 363 Campaign (addressing social issues beyond holidays), the Network for Success Program (mentorship and professional development), and the BeautiPHication Project (environmental stewardship and community enhancement), ensuring local efforts align with broader organizational mission.
- The organization emphasizes that philanthropy and service reflect foundational values of Pride, Unity, Brotherhood, Respect, Wisdom, and Loyalty, recognizing service as a responsibility that develops civic duty and social consciousness rather than merely fulfilling organizational requirements.

#### **Chapter Development Questions for 2026-2027:**

- How might the chapter establish stronger assessment mechanisms to measure the actual impact of its service work on community partners like the Hispanic Center and Broughal Middle School, moving beyond tracking hours to evaluating outcomes and community benefit?

- How might the chapter leverage its service work and community partnerships as recruitment tools to attract prospective members who are passionate about social justice, community engagement, and multicultural awareness?

In the area of **Service and Philanthropy**, the committee rated Phi Sigma Chi to be an **Accredited** Chapter.

### Health and Safety

- The fraternity maintains a dedicated Minister of Brotherly Conduct position supported by a review board that oversees personal, behavioral, academic, and organizational matters, with immediate notification protocols involving the President, Vice President, Regional Advisor, and conduct board when issues arise, ensuring systematic risk identification and management across all chapter operations.
- The organization regularly reviews and updates essential documents including bylaws to ensure policies remain relevant, effective, and aligned with university standards and organizational values, promoting transparency, minimizing risks, creating safer supportive environments, and building strong foundations for long-term organizational success and member well-being.
- The chapter implements consequences ranging from social probation and philanthropic service assignments to monetary fines for policy violations, while prioritizing positive reinforcement through recognition programs like Brother of the Month, creating a balanced approach that encourages exemplary behavior while addressing problematic conduct when necessary.

### Chapter Development Questions for 2026-2027:

- What additional health and safety programming could the organization develop beyond the two events hosted to address other critical issues facing college students such as mental health, sexual assault prevention, substance abuse education, or bystander intervention training?
- What mechanisms could the organization implement to ensure that all members, not just leadership, understand their personal responsibility for event risk management and feel empowered to intervene when they observe potentially unsafe situations?
- How could the fraternity assess whether its annual Risk Management Policy education is genuinely effective in changing member behavior and preventing incidents, or whether additional ongoing training and reinforcement strategies are needed?

In the area of **Health and Safety**, the committee rated Phi Sigma Chi to be an **Accredited** Chapter

### Member Education and Development

- Programming initiatives specifically target inclusive excellence and belonging themes, demonstrating the chapter's commitment to creating environments where all members feel valued regardless of sexual orientation, gender identity, cultural background, or other aspects of identity, aligning with broader university diversity and inclusion goals.
- The chapter maintains a strong peer accountability process emphasizing risk management and high standards through a structured system of penalties and direct confrontation, with differentiated approaches for managing minor versus major conduct incidents, ensuring brothers hold each other responsible for upholding organizational values and behavioral expectations.
- The accountability framework distinguishes between preventive measures and responsive actions, emphasizing early intervention and peer-to-peer conversations to address concerning behaviors

before they escalate into serious violations, fostering a culture of mutual responsibility and continuous personal development among all brothers.

#### **Chapter Development Questions for 2026-2027:**

- How might the chapter formalize its peer accountability process with clearer guidelines, training for members on how to appropriately confront brothers about concerning behaviors, and documentation systems that track interventions and outcomes?
- What assessment tools could the organization develop to measure whether its member education and development initiatives are actually producing the desired outcomes in terms of leadership skill development, professional readiness, and inclusive mindset cultivation?
- How might the chapter assess the effectiveness of its six-week new member education program through structured feedback mechanisms and outcome measurements to ensure incoming members are adequately prepared for active participation?

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

#### **Member Engagement and Belonging**

- Brothers participate in weekly bonding events that provide regular, informal opportunities for connection and relationship building throughout the semester, creating consistent touchpoints that strengthen bonds between members and establish predictable social rhythms within the organization's calendar.
- All brotherhood events are designed to be accessible and welcoming to members regardless of personal choices about alcohol consumption, creating an environment where all brothers can fully participate in social activities and feel equally included in building the fraternity's community and culture.
- The chapter maintains consistent engagement programming across different seasons with winter skiing activities, camping during warmer months, and weekly grilling throughout the academic year, ensuring members have regular opportunities to connect regardless of weather, academic calendar demands, or time of year.

#### **Chapter Development Questions for 2026-2027:**

- What strategies could the organization implement to ensure consistent participation in brotherhood events, particularly addressing potential challenges related to the identified weakness of "engagement and transitions between older and younger generations"?
- How might the chapter assess member satisfaction and engagement levels with current brotherhood programming to ensure activities are meeting diverse needs and preferences across the membership?

In the area of **Member Engagement and Belonging**, the committee rated Phi Sigma Chi to be an Accredited with Excellence - **Chapter**.

#### **Goals and Achievement Plan**

- The chapter identified key strengths including strong brotherhood bonds, focused professional programming, and campus involvement support, while acknowledging weaknesses in internal communication, leadership transitions, declining chapter GPA, and limited intergenerational mentorship between senior and junior members.
- The organization recognized growth opportunities through alumni networking, expanded cultural engagement, and scholarship access, while facing threats including negative Greek life stigma, financial constraints, generational engagement gaps, and the need for cohesive executive board collaboration to maintain organizational effectiveness.
- Responding to prior accreditation feedback, the chapter prioritized building stronger relationships with the Fraternity and Sorority Life office by encouraging regular member visits and transparent communication, implementing the strategy immediately during new member education, and demonstrating improvement through increased office engagement.

#### **Chapter Development Questions for 2026-2027:**

- In what ways could the fraternity ensure that goal ownership extends beyond designated team leaders to create collective responsibility and prevent goals from being forgotten or deprioritized when key individuals become overextended?
- How might the chapter leverage lessons learned from addressing the "recurring issues" that necessitated the zero-error paperwork goal to identify and prevent other potential systemic problems before they become chronic challenges?

In the area of **Goals and Achievement Plan**, 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 2025-2026 Accreditation committee.**

**The Accreditation committee assigns Phi Sigma Chi 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.**