

Academic Achievement

- Psi Upsilon was ranked 5 out of 8 IFC fraternities in the Fall 2025 semester with a GPA of 3.37, a decrease of 0.1 from the Spring 2025 semester. The 3.37 GPA placed the chapter above the All Fraternity average and below the All Greek and All IFC averages.
- Psi Upsilon was ranked seven out of eight IFC fraternities in the Spring 2026 semester with a GPA of 3.26, a decrease of .11 from the Fall 2025 semester. The 3.26 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Psi Upsilon's Spring 2026 new member class GPA was 2.81, ranking eight out of eight chapters conducting Spring recruitment.
- Psi Upsilon had 41.8% of the chapter on the Dean's List in the Fall 2025 semester and 32.8% on the Dean's List in the Spring 2026 semester.
- The chapter demonstrated a strong commitment to fostering a culture of academic excellence by implementing a comprehensive Academic Support Plan centered on accountability, mentorship, structured study habits, and proactive use of university resources
- The Academic Chairman plays a significant leadership role within the chapter by reviewing and updating the Academic Support Plan each semester, meeting regularly with members on probation, monitoring academic progress, and coordinating individualized improvement strategies to support long-term scholastic success.
- The chapter established a tiered academic probation system that provides escalating levels of accountability and intervention based on GPA performance, including academic probation, social probation, and risk probation, ensuring members receive appropriate support while maintaining clear academic expectations.
- The chapter further reinforced the importance of scholarship and intellectual achievement through incentive and recognition programs, including Dean's List recognition, alumni-supported scholarships, national Psi Upsilon Foundation scholarships, and semesterly academic awards for high-performing members.

Chapter Development Questions for 2026-2027:

- What additional methods can be used to assess the effectiveness of the Major Advisor and Academic Big Brother programs beyond GPA outcomes, such as member engagement, retention, and academic confidence?
- How can chapter leadership ensure that academic accountability remains a shared responsibility across the brotherhood rather than primarily the responsibility of the Academic Chairman and Major Advisors?
- What systems can be implemented to identify academically struggling members earlier in the semester before probationary measures become necessary?
- How can the chapter create a stronger connection between academic achievement and the organization's broader mission of leadership development, personal growth, and lifelong learning?

In the area of **Academic Achievement**, the committee rated Psi Upsilon to be an **Accredited** Chapter.

Campus and Community Engagement

- The chapter placed a large emphasis on relationships with non-Greek organizations including the Student Senate and Community Service Office, with four members serving as sitting senators enabling collaboration on multiple events including a bake sale that raised \$435 for Active Minds and Holiday Hope Chest. These members also helped craft the Senate's statement condemning hateful messages from Greek community members, and the community service and philanthropy chairs sat down with CSO representatives at the start of both fall and spring semesters to plan all community service and philanthropy events for the entire semester.
- Psi Upsilon uses social media strategically to promote organizational events and successful members through the lens of their organizational values, regularly sharing updates on activities including posting photos and write-ups following community service events to describe impact, sharing photos after major chapter events like initiation to highlight accomplishments, and beginning promotional content several weeks in advance of major fundraising and philanthropy events such as the Alumni Golf Tournament to raise awareness and funds among alumni and the Lehigh community.
- Family engagement has traditionally been a strong aspect of the chapter through two major family events held each semester, including a Family Weekend tailgate during Lehigh's Family Weekend where the majority of members' families attend activities outside Goodman Stadium before the game, and Mom's Weekend which included brunch and dinner at the chapter house with entertainment such as this year's mentalist performance, providing opportunities for families to connect with the chapter and understand their students' Greek life experience.
- The chapter introduced a New Member Family Orientation conducted via Zoom, allowing Chapter President and Alumni President to share information about the chapter, new member education process, and financial expectations with families of new members, with the goal of helping alleviate stress for families who may not be familiar with Greek life or do not have family members who previously participated in it, demonstrating transparency and commitment to open communication with stakeholders.

Chapter Development Questions for 2026-2027:

- How can the chapter build on the success of the Alumni Golf Tournament to create additional regular touchpoints with younger alumni throughout the year, ensuring sustained engagement beyond one-time annual events?
- How can the chapter deepen its relationship with non-Greek student organizations such as Student Senate beyond just participation, creating partnerships that outlast individual members' terms and benefit both organizations?
- What systems can be put in place to ensure that relationships with the Community Service Office and other non-Greek partners are institutionalized rather than dependent on individual members' connections, ensuring continuity when leadership changes?
- What opportunities exist to create collaborative programming with other Greek organizations (IFC, Panhellenic, CGC chapters) that could benefit the broader community, improve Greek life's reputation on campus, and provide leadership development opportunities for members?
- What communication plan can be implemented to keep parents and families engaged throughout the entire academic year rather than primarily during the two major family events, and what value would increased year-round communication provide?

In the area of **Campus and Community Engagement**, the committee rated Psi Upsilon to be an Accredited - Chapter.

Chapter Growth and Sustainability

- The chapter focused recruitment efforts on identifying potential new members who aligned with Psi Upsilon's five national values and pillars—lifelong friendship, moral leadership, intellectual engagement, responsible social conduct, and service to society, using these values as a guide to narrow the list of potential new members to those who would positively contribute to the chapter and uphold standards, while making deliberate efforts to get to know each potential new member on a personal level through multiple smaller invite-only events and larger open rush events.
- The chapter significantly revamped its new member education program after spending considerable time working with Goodale Literary Association members and other stakeholders, evaluating each event from previous years and labeling it according to which of the five pillars it supported, removing events that did not clearly align with organizational values, and adding new programming that more directly supported values and personal development of new members through educational workshops, alumni interactions, service events, academic support programs, and discussions about chapter history, leadership, and responsibility.
- Psi Upsilon introduced an Associate Executive Board program for associate members this year, designed to provide an introduction to the fraternity's leadership structure and chapter operations with positions mirroring the chapter's executive board, elections occurring during the second week of the associate brother process, and elected associate officers paired with corresponding executive board counterparts to gain insight into responsibilities, decision-making, and chapter governance while promoting leadership development and organizational understanding.
- Values-based learning is incorporated throughout the new member education process to teach associate members not only about Psi Upsilon but also how the fraternity's values apply to their academic, social, and professional lives, with the executive board recognizing that education and values-based learning were heavily focused during the associate member period but dropped off significantly once members were initiated, leading to a priority to increase continuing education opportunities for all active members rather than just new members.

Chapter Development Questions for 2026-2027:

- How can the chapter evaluate whether the Associate Executive Board program is genuinely preparing members for leadership or simply adding administrative burden, and what adjustments might make it more developmental and less performative?
- What strategies can be implemented to maintain engagement and education quality for initiated members beyond the associate member period, given that the executive board identified this as an area where "knowledge decreases as brothers get older"?
- What mechanisms can be put in place to ensure that Big Brothers and Academic Big Brothers are fulfilling their responsibilities throughout the new member education period and beyond, rather than treating it as a one-time assignment?
- What feedback collection process will be implemented to gather honest input from new members about their education experience, and how can the chapter create safe channels for critique without fear of repercussions?

In the area of **Chapter Growth and Sustainability**, the committee rated Psi Upsilon to be an Accredited - Chapter.

Service and Philanthropy

- The chapter approaches philanthropy and service work as an important part of their mission to uphold one of their foundational pillars by developing responsible, engaged members who contribute positively to the community, viewing service not as just a requirement or occasional activity. Instead, they view it as a way to build character, leadership, and a sense of responsibility toward others, with particular emphasis placed on community service both on campus and in South Bethlehem to demonstrate that the fraternity is not only a social organization but also a group committed to making a positive impact.
- Throughout the 2025-26 academic year, Psi Upsilon achieved impressive service metrics by completing 2,266 verified community service hours as a chapter and raising \$2,580 for various philanthropic efforts, with each member averaging 32.84 service hours individually, demonstrating the chapter's strong commitment to the pillar of service to society and meaningful engagement with causes that address important social issues and community needs.
- The chapter raised \$1,710 specifically for Active Minds, their primary philanthropy partner, through multiple successful fundraising events and collaborations throughout the year, representing approximately 66% of all funds raised and showcasing a focused, sustained commitment to mental health awareness and suicide prevention, which aligns with the needs of college students and the broader Lehigh community.
- The chapter participated in a range of community service events throughout the year including the Out of the Darkness Community Walk, HW Club Dinner at Broughal Middle School, Lehigh Spooktacular, Lehigh Valley Humane Society volunteer work, Community Service Office Holiday Hope Chest, Blood Drive Sponsorship, and Greek Day at Lehigh Men's Basketball Game, demonstrating commitment to varied causes including mental health awareness, youth education and mentorship, animal welfare, holiday assistance for families in need, and campus community building.

Chapter Development Questions for 2026-2027:

- What strategies can be developed to ensure consistent member participation in community service throughout the entire academic year rather than concentrated efforts near deadline periods, and how can the chapter address potential "service fatigue" among members?
- How can Psi Upsilon deepen its relationship with Active Minds beyond fundraising to create a sustained impact on mental health awareness at Lehigh, and what programming could complement the \$1,710 raised to demonstrate genuine commitment to the cause?
- How can the chapter leverage its strong philanthropic partnerships with other Greek and non-Greek organizations to create larger-scale collaborative events that have greater community impact?
- How can the chapter ensure that community service opportunities in South Bethlehem (Broughal Middle School, Lehigh Valley Humane Society) are building sustainable, long-term partnerships rather than transactional volunteer experiences?

In the area of **Service and Philanthropy**, the committee rated Psi Upsilon to be an **Accredited** Chapter.

Facility Management

- Psi Upsilon employs a structured system of facility management led by the House Manager, who oversees the condition, cleanliness, and general operation of the chapter house, with clear expectations that all members must clean up after themselves in common areas including the kitchen, study spaces, and living areas, while each member is assigned a specific area of the house they are responsible for cleaning every Sunday to ensure consistent maintenance throughout the facility.

- The House Manager conducts regular walkthroughs of the facility to identify maintenance issues, safety concerns, and damages requiring attention, with the chapter making significant safety improvements during the 2025-2026 academic year including the addition of a fully stocked first aid kit for member safety and emergency preparedness, while continuously evaluating additional improvements to enhance house safety and functionality for all residents.
- The chapter's maintenance plan includes weekly walkthrough inspections of all common areas, bathrooms, and the kitchen, monthly full-house inspection checklist completion with issue tracking via Google Sheets, requirements that non-emergency maintenance issues be reported within 24 hours and submitted to Facilities Services immediately, and emergency issues including leaks, power failures, or safety hazards reported without delay, along with scheduled preventative maintenance for HVAC systems, fire safety equipment, and plumbing checks.
- The chapter experienced several facility damages during the year including multiple broken doors, a broken refrigerator door, and a broken toilet, with the Standards Board working efficiently in each case to investigate situations, identify responsible individuals, and handle matters appropriately through accountability measures and repair cost assignments, reinforcing the expectation that members must respect and maintain the chapter facility.

Chapter Development Questions for 2026-2027:

- How can the chapter transition from reactive to proactive facility management, identifying potential issues before they become expensive repairs or safety hazards, and what predictive maintenance schedule would be most effective?
- How can the chapter create a stronger sense of collective ownership and pride in the facility among all members, particularly those who don't live in the house but use common spaces regularly?
- What accountability measures beyond fines and disciplinary action might be more effective in promoting responsible facility use, and how can positive behaviors be recognized and rewarded?

In the area of **Facility Management**, the committee rated Psi Upsilon to be an **Accredited** Chapter.

Health and Safety

- Psi Upsilon hosted an impactful hazing prevention program featuring Mrs. Evelyn Piazza, who shared her son Tim Piazza's tragic story of death due to hazing at Penn State, with the presentation drawing 211 members from across the Greek community, making it a campus-wide educational initiative addressing hazing prevention, bystander intervention, and victim identification.
- The chapter established a collaborative relationship with LUPD through two presentations held at the Psi Upsilon Chapter House, with the goal of bridging the gap between Greek organizations and law enforcement while educating members about medical amnesty policies and the working relationship between the chapter, LUPD, and Bethlehem Police Department.
- Psi Upsilon partnered with Lehigh University Emergency Medical Services (LUEMS) to provide an educational presentation at the chapter house specifically targeting associate members and residents about medical amnesty protocols, risk management best practices, responsible alcohol consumption strategies, and recognizing warning signs in peers and guests that warrant calling for emergency assistance.
- Psi Upsilon implements a semester-based training schedule with workshops covering critical safety topics, including fall sessions on sexual misconduct prevention, alcohol awareness and safe party management, DEI and bias training, and fire safety/evacuation procedures, followed by spring

sessions focused on mental health awareness, bystander intervention refreshers, and sustainability and facility safety practices to ensure continuous education throughout the year.

Chapter Development Questions for 2026-2027:

- How can the chapter assess the long-term effectiveness of the health and safety training (Evelyn Piazza presentation, LUPD sessions, LUEMS training) in changing member behavior and decision-making during social events?
- What mechanisms can be implemented to ensure that sober monitors and executive board members present at events feel empowered to intervene when they observe concerning behavior, and how can the chapter reduce any social pressure that might prevent intervention?
- What strategies can the chapter develop to increase engagement and attendance at spring semester safety trainings (mental health awareness, bystander intervention refreshers) when member participation may decline compared to fall semester?
- How can the chapter create a culture where members feel comfortable reporting safety concerns or without fear of social repercussions, and what anonymous reporting mechanisms might be beneficial?

In the area of **Health and Safety**, the committee rated Psi Upsilon to be an **Accredited** - **Chapter**

Member Education and Development

- Due to previous incidents related to member conduct and the current conduct status of the chapter, Psi Upsilon has placed strong emphasis on accountability, standards, and positive chapter culture, revamping the Standards Board structure by adding the Vice President as co-chair of the committee to provide another leadership perspective and help ensure that decisions are fair, consistent, and aligned with chapter values, while the board meets every Sunday night after general chapter meetings to address concerns promptly and resolve smaller concerns before they develop into larger problems.
- The chapter implemented a "Brother of the Week" recognition program where members vote each Sunday during chapter meetings to recognize individuals who have demonstrated leadership, academic achievement, service, responsibility, or contributions to the chapter, helping to reinforce positive behavior and encourage members to support one another and contribute to the chapter in meaningful ways, demonstrating that the approach focuses on both accountability and positive reinforcement rather than solely punitive measures.
- Psi Upsilon takes a proactive approach to preventing conduct incidents by emphasizing education and clear expectations at the beginning of each semester, reviewing chapter expectations, university policies, and Psi Upsilon risk management policies with all members, while new members receive additional education on responsible social conduct, hazing prevention, alcohol safety, and bystander intervention as part of their new member education program to ensure all members understand both university and fraternity expectations before participating in chapter activities.
- Professional development is encouraged through alumni networking and career events, including hosting a Career Day at the chapter house where alumni spoke with both new and active members about their career paths, internships, and professional experiences, with the event proving particularly valuable because many younger alumni attended who could provide relevant guidance on internships, job searches, and graduate school.
- Psi Upsilon developed a comprehensive PEAK Plan for 2025-26 submitted by the DEI Chairman outlined planned collaborations with campus organizations including SPEAK for inclusivity workshops, Lehigh Friends of Israel to promote cultural understanding, Break the Silence to educate on healthy masculinity and consent, alumni panels or Career Center for DEI in the Workplace

workshops, and Lehigh Counseling Department for stress-relief and mindfulness events during finals week.

Chapter Development Questions for 2026-2027:

- How can the chapter evaluate whether the revamped Standards Board structure with the Vice President as co-chair is actually changing member behavior and chapter culture, or if it is simply processing violations more efficiently without addressing root causes?
- What assessment tools can be developed to determine if inclusive excellence programming (SPEAK workshops, Diversity Peer Educators, DEI Chair initiatives) is actually changing attitudes, behaviors, and chapter culture, or if members view it as mandatory compliance training to endure?
- How can the chapter ensure that DEI education and discussions create genuine dialogue and growth rather than performative participation, particularly given previous incidents related to member conduct?
- How can the PEAK Plan initiatives be evaluated for effectiveness beyond attendance numbers, and what feedback mechanisms will determine which partnerships and programs should continue versus which should be modified or discontinued?

In the area of **Member Education and Development**, the committee rated Psi Upsilon to be an Accredited **Chapter**.

Member Engagement and Belonging

- Psi Upsilon places strong emphasis on hosting alcohol-free events throughout the year designed to strengthen relationships among members in environments focused on fellowship, networking, and shared experiences, demonstrating the chapter's commitment to building meaningful connections through substance-free activities that promote brotherhood, alumni engagement, and family involvement.
- These alcohol-free events provided members with multiple opportunities throughout the year to build relationships, strengthen brotherhood, interact with alumni and families, and create a positive chapter culture centered around shared experiences rather than alcohol-centered events, ensuring inclusive environments where all members can participate comfortably regardless of personal choices regarding alcohol.
- The chapter hosted multiple internal brotherhood events including a Brotherhood Poker Tournament on February 13, 2026, and a Super Bowl Watch Party on February 8, 2026, providing members with opportunities to spend time together in relaxed, competitive, and casual environments that help strengthen personal relationships and encourage participation from members who may not attend traditional social events.
- Alumni engagement was prioritized through several alcohol-free events including attending a Lehigh Men's Basketball game with alumni on February 26, 2026, and hosting the Alumni Golf Tournament on April 18, 2026, allowing undergraduate members and alumni to interact, network, and strengthen intergenerational relationships while supporting both Lehigh athletics and the alumni organization through fundraising efforts.

Chapter Development Questions for 2026-2027:

- How can the chapter assess whether alcohol-free programming is genuinely creating meaningful brotherhood experiences or if members view these events as obligations while finding connection primarily through informal social interactions outside official chapter events?
- What mechanisms can be implemented to gather honest feedback about member engagement and belonging, creating safe channels for members to express if they feel disconnected or if programming is not meeting their needs without fear of being labeled as "not committed to the brotherhood"?
- What strategies can ensure that family engagement events (Family Weekend, Mom's Weekend) are inclusive and welcoming for members whose families cannot attend due to distance, financial constraints, or family circumstances, preventing these events from inadvertently creating feelings of exclusion?
- How can the chapter leverage alumni engagement events to create meaningful mentorship and networking opportunities beyond surface-level socializing, and what preparation or structure would help members maximize the professional value of alumni interactions?

In the area of **Member Engagement and Belonging**, the committee rated Psi Upsilon to be an Accredited - Chapter.

Goals and Achievement Plan

- Psi Upsilon conducted a comprehensive SWOT analysis identifying key organizational strengths including exceptional member GPA and academic performance, robust alumni support and engagement, strong financial position and funding capabilities, and established community service initiatives, while acknowledging critical weaknesses in accountability systems, inconsistent execution of position responsibilities, inadequate house maintenance, poor attendance at chapter events, and declining participation from upperclassmen members.
- The chapter established a SMART goal to create and implement a standardized pre- and post-event checklist system, designed to address risk management issues by ensuring safety compliance and accountability before and after all events, with specific action steps including drafting comprehensive checklists covering ID checks, sober monitors, emergency contacts, and capacity limits, followed by member training, pilot testing at initial events, and mandatory submission requirements for all future social functions.
- The chapter committed to strengthening education and safety on campus by planning to host one speaker event and one meeting with Lehigh University Police Department each semester to promote safety awareness and education for members, with evidence of effectiveness measured through attendance tracking and monitoring of incident reduction related to topics covered in the educational sessions.

Chapter Development Questions for 2026-2027:

- How will the chapter prioritize competing goals when multiple SMART goals require significant time and resources from the same leadership members (particularly those serving on multiple goal teams)?
- How can the chapter leverage its identified strengths (academics, alumni support, finances) to address identified threats (poor risk management practices, individuals acting against values), and what strategic connections exist between these areas?
- What process will the executive board use to evaluate whether goals should be continued, modified, or replaced for the 2026-2027 academic year, and how will lessons learned be documented for future leadership?

In the area of **Goals and Achievement Plan**, the committee rated Psi Upsilon to be an **Accredited** Chapter.

Overall Rating

Overall, Psi Upsilon has been rated an **Accredited** chapter by the 2025-2026 Accreditation committee.

The Accreditation committee assigns Psi Upsilon 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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- What feedback collection process will be implemented to gather honest input from new members about their education experience, and how can the chapter create safe channels for critique without fear of repercussions?
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- What process will the executive board use to evaluate whether goals should be continued, modified, or replaced for the 2026-2027 academic year, and how will lessons learned be documented for future leadership?