**Rho Chapter of the Chi Phi Fraternity**

**Recruitment Policy and Process**

**Chi Phi is Seeking Men of Good Character.** A candidate with good character is defined by the individual’s alignment with the Vision, and Shared Core Values of the Chi Phi Fraternity as outlined following:

**Mission Statement of the Chi Phi Fraternity at Lafayette College**

The vision and mission of the Chi Phi Fraternity at Lafayette College is to enhance the intellectual, social, and cultural life of the campus. We will build better men through developing lifelong friendships, creating leadership opportunities, and building the character of our members. We will grow the organization through complete dedication to developing the full potential of all our members and building a strong, vibrant alumni network.

In partnership with the College, Chi Phi will strive to uphold and practice our founding values. We will enhance the quality of life on campus by providing a wide range of opportunities and programming for meaningful individual growth and development by which all students at Lafayette may benefit.

**Chi Phi’s Shared Core Values**

Chi Phi was founded in 1824 on the basis of

***Truth, Honor & Personal Integrity***

These are timeless values, which guide the fundamental purposes of the Fraternity. Chi Phi men express these value in our Ritual and everyday lives. Chi Phi also strives to achieve a broader set of values that helps to guide our daily activities and functions.

**Brotherhood** –We engage in mutually enriching relationships. We will honor, respect and protect each other, the Fraternity, society, and ourselves.

**Accountability** – We accept personal responsibility for our actions and those of our organization. As an honor group, we will hold each other accountable for living the values of our brotherhood.

**Leadership & Personal Development** – We build better men and better citizens by seeking leadership roles within the Fraternity, the campus, and our communities.

**Scholarship** – We strive to achieve our highest level of academic performance and to assist others in achieving theirs.

**Service** – We actively participate in service to our campus and our community.

Chi Phi seeks to offer a fraternal experience to young men at Lafayette that augments the richness of their academic experience. Our undergraduate members and alumni work closely with Lafayette College to assure that our vision and values are realized in practice. As the first national fraternity ever formed (Princeton – 1824), Chi Phi has a strong history and a bright future.

Men of Chi Phi often use the concept of the “True Gentlemen” to describe the aspirational real life practice of our values. In our member education program, we study and discuss the meaning of the words attributed to Dr. John Walter Wayland.

**The True Gentleman – An Expression of our Values**

*“The true gentleman is a man whose conduct proceeds from goodwill and an acute sense of propriety and whose self-control is equal to all emergencies; who does not make the poor man conscious of his poverty, the obscure man of his obscurity, or any man of his inferiority or deformity; who is himself humbled when necessity compels him to humble another; who does not flatter wealth, cringe before power, or boast of his own possessions or achievements; who speaks with frankness but with sincerity and sympathy always; who makes his deeds follow his words; who thinks of the rights and feelings of others rather than his own; and who appears well in any company, a man with whom honor is sacred and virtue is safe.”*

We measure character through an interviewing process in which all potential new members sit down, one-on-one, with each current member. To assess character during the interview process, current members gauge each potential member’s reasons for joining Chi Phi. Upon conclusion of the interview process, the current members discuss each of the conducted meetings. If the brothers determine that the potential members are seeking to join for the right reasons, we assess whether they would be valuable members of the Greek community. That is, we consider their commitment to academics, philanthropy, and drive to better the Greek experience as a whole.

**Diversity & Inclusion**

Chi Phi recognizes that diversity takes many forms – cultural, ethnic, racial, sexual identity, socioeconomic, religious, political, and regional. Chi Phi reaches out to all campus groups to be sure that all Lafayette men have an opportunity to explore and consider membership in Chi Phi.

**Academic Standards and Health**

Academic accomplishment is also important as outlined in our values.

We adhere to the College’s requirement of sophomore status and of a minimum 2.65 GPA either cumulatively, or at the most recent completed semester. The Rho Chapter’s stated objective is to achieve and maintain a cumulative GPA at or above the all male college average. In addition, we will value a student's involvement in other recognized student organizations, as well as any letter of recommendation a prospective member may obtain from someone in the College administration, a faculty member or other person whose opinion would be of assistance.

**No Disciplinary Issues**

Chi Phi will add no students to our roster who have any current disciplinary restrictions and/or probation of Level 1 or higher. If a member of Chi Phi is placed on disciplinary probation, our bylaws require that a complete review of the circumstances be reviewed by the Fraternity disciplinary committee, and appropriate actions taken, up to and including expulsion from the fraternity.

**New Member Recruitment and Selection Process**

Chi Phi has a strong comprehensive and continuous recruiting process with the goal of achieving 15-20 new members by the end of each year’s recruiting process.

All current members of the fraternity actively recruit and we discuss progress and results at each weekly chapter meeting.Each current member is responsible to reach out through his club, team, or class connections to identify men who are not currently affiliated with a Greek organization.

We actively manage Potential New Members (PNMs) through Chapter Builder software. This organizes our PNM list to include contact information, referral source, personal interests, GPA, major, career interests, campus community involvement, leadership positions, responsible contact Brother, next expected contact, and current level of interest in Chi Phi.