



The Midway Review

When your Chapter welcomes a Potential New Member into your Chapter by extending a bid, you are making a commitment to give them the tools needed to be successful as an Initiate. Phi Sigma Pi's National Constitution requires that each Initiate receive feedback on their progress at least once during the Initiation Program, and the midway review, which is often called mid-review, ensures that an Initiate is given an opportunity to improve prior to the final vote.

What is the purpose of the midway review?

A midway review, which is usually held about halfway through the Initiation Program, offers information to an Initiate about their performance during the program so that they can make improvements where needed to ensure that they will be inducted.

What is the Chapter's role in the midway review?

Some Chapters provide Members an opportunity to share their observations of an Initiate and any concerns that may have arisen from interactions with the Initiate since Pinning. Members should have a standard way of evaluating Initiate performance and may take into consideration any information that the Initiate Advisors share about Initiate attendance, performance on quizzes or progress toward completion of other requirements, like interviews.

How do Initiates receive feedback during midway review?

After gathering information about Initiate performance, the Initiate Advisor should hold individual conversations with each Initiate to provide feedback in a private setting. The goal of this conversation is to acknowledge areas of strength for the Initiate while also addressing any areas that could be improved during the remaining weeks of the Initiation Program. In some cases, the Initiate Advisor may choose to include the Big or other trusted Chapter leaders in these conversations so that the Initiate feels supported in making the necessary changes.

Why is the midway review important for the Chapter?

As final vote nears, the Chapter should have a sufficient amount of information about each Initiate's performance throughout the program, as well as whether or not they were able to make improvements since midway review. Any Initiate who does not receive enough votes to be inducted should have been made aware of the areas for improvement, given the opportunity to improve and failed to do so during the final weeks of the Initiation Program. Adhering to a midway review process ensures that Initiates are able to be successful and protects Chapters against claims of bias or discrimination in the evaluation of Initiates and during the final vote.