**PI BETA PHI**
Accreditation Report
2013-2014

### Intellectual Development

- Pi Beta Phi was ranked fourth out of nine Panhellenic Sororities in the fall 2013 semester with a GPA of 3.35282, an increase of .17713 from the spring 2013 semester. The 3.35282 GPA placed the chapter above the All Sorority and All Greek average.

- Pi Beta Phi was ranked fifth out of nine Panhellenic Sororities in the spring 2014 semester with a GPA of 3.32419, a decrease of .02863 from the fall 2013 semester. The 3.32419 GPA placed the chapter above the All Greek average.

- Pi Beta Phi’s spring 2014 new member class GPA was 3.241 ranking fourth out of nine Panhellenic Sororities.

- Pi Beta Phi had 36.5% of the chapter on the Dean’s List in the fall 2013 semester and 28.2% on the Dean’s List in the spring 2014 semester.

- The chapter continues to provide academic gift card incentives for members including Smarty Panties, Caffeine Queen, and a night out for their annual Academic Excellence Dinner for those reaching a 3.8 grade point average or higher.

- The chapter raised their potential new member minimum grade point average to a 2.4 during this academic year. Executive Board members are required to maintain a 2.75 grade point average. Members falling below a 2.35 grade point average are placed on academic probation and are required to meet with the Vice President of Member Development to develop an improvement plan.

- The chapter developed the Angel Advisors mentor program which divided up members by major and class to give and receive support in various courses.

- The chapter hosted a more formal Faculty Appreciation Dinner at Theta Chi this year. Guest speaker, Taran Cardone, discussed bLUeprint and the curriculum’s importance to development at Lehigh. They also gave awards to members to recognize high academic achievements.

- Pi Beta Phi focused a large part of their programming on health and wellness by hosting a health food of the week update at chapter meeting, a Yes+ stress buster session, boot-camp workouts and a nutrition seminar.

### Chapter Development Question for 2014-15:

- **How can Pi Beta Phi incorporate campus resources into their current academic success plan?**

In the area of **Intellectual Development**, the committee rated Pi Beta Phi to be a **Silver Chapter**.

### Leadership Development

- Pi Beta Phi hosted “Leadership Open House,” an opportunity for members who would like to hold an Executive Board position within the organization to learn more about
the positions and sign up for more in-depth conversations with the current officer. Their transitions also include online training courses and a new officer retreat.

- The committee has concerns about the chapter’s leadership as multiple Executive Board members are sophomores. The committee recommends that the chapter re-evaluate their election process and encourage older members to hold Executive Board positions.

- The chapter utilized Survey Monkey to assess chapter practices and procedures. This also allowed all members to give feedback within the organization for future planning and programming.

- Pi Beta Phi hosted a Leadership Development Consultant in December who helped with officer transitions and the planning and execution of the chapter’s new officer retreat. However, it was apparent to the committee that Pi Beta Phi’s leadership transition has been a struggle for several years and is affecting the viability of the chapter.

- Pi Beta Phi has been struggling to assimilate the lessons and mandates from their International Headquarters. The committee would like to see the chapter recommit to the relationship with their national office.

- Pi Beta Phi members are involved with many leadership opportunities across campus. Currently, 68% of the chapter holds leadership positions in various clubs and organizations at Lehigh.

- The chapter sent two members to the Pi Beta Phi bi-annual convention in San Diego over the summer and two members to the Leadership Academy in St. Louis in February.

- The chapter developed a “Sisters Only” chairman position to create opportunities for members to relax and spend more time together. Some events that were planned included Zumba, movie and ice cream sundae night, and a hike to the Bethlehem star.

- Pi Beta Phi hosted “Leading with Values” seminars throughout the semester that focused on gaining a better understanding of the campus climate, six Pi Beta Phi core values, self-image, and how to remain involved after college with the organization.

- The chapter utilizes Twitter for reflection opportunities following programs and events. Each member receives one house point for reflecting through tweets about her experience or what she learned through the chapter programs.

Chapter Development Question for 2014-15:

- How can Pi Beta Phi work with the Office of Fraternity and Sorority Affairs and their International Headquarters to develop a leadership system that encourages involvement from all sisters regardless of year in school?

In the area of Leadership Development, the committee rated Pi Beta Phi to be a Bronze Chapter.
Community Development

- The chapter hosted their annual Pi Day for the The Literacy Fund event which included shirt sales, pie tastings, and a pie-in-the-face fundraiser. This year the chapter paired with Kappa Alpha to host this event.
- The chapter has developed their alumnae relations by creating a monthly newsletter that is sent to all alumnae members via email, a LinkedIn group, a Tumblr page, and an Instagram account. The chapter finds that their alumnae have been more engaged due to the use of social media.
- The chapter hosted Professor Darius Williams to discuss diversity and inclusion following incidents that took place in the fall semester. The committee commends the chapter on this program and encourages more conversations regarding diversity, inclusion, and privilege with faculty and staff facilitators.
- Chapter members have begun in intentional conversations with Brooke DiSipio, the Assistant Director of the Women’s Center and Pi Beta Phi’s new faculty advisor, around the image the chapter wants to portray to the Greek community.
- Pi Beta Phi made efforts to bridge the gap between with the Multicultural Greek Council by inviting chapters to the facility for dialogue as well as members attended the MGC Yard Show. The committee encourages the chapter to continue these efforts and participate in, and co-sponsor, more events sponsored by MGC chapters.
- The chapter was represented at many on-campus programs and events including Alpha Omicron Pi and Alpha Tau Omega’s Tug of War, Alpha Phi’s Phiesta Bowl, Alpha Chi Omega's Look Good, Feel Good event, Pink Week, Relay for Life, and more.
- The chapter co-sponsored a car wash with Pi Kappa Alpha which raised $350 for The Literacy Fund.
- Pi Beta Phi participated in the Community Service Office snack bag initiative again this year by providing snacks for local children as well as bookmarks and mini-journals to encourage literacy and continued learning.
- Pi Beta Phi partnered with Delta Upsilon, Pi Kappa Alpha, and Alpha Omicron Pi to host the second annual Lassoing for Leukemia Lehigh After Dark event.
- The chapter changed their recruitment philanthropy craft this year to decorating journals and bookmarks for the local elementary school students to encourage reading, writing, and reflection.

Chapter Development Question for 2014-15:

- How can Pi Beta Phi become more directly involved with service opportunities beyond Lehigh University’s campus?

In the area of Community Development, the committee rated Pi Beta Phi to be a Bronze Chapter.

Organizational Development

- The chapter, with the help of the regional advisors and Leadership Development Consultant, developed a new committee structure to provide more opportunities for
members to get involved as well as provide more programs and events for the chapter. The new committees include leadership and nominating, evaluation and Accreditation, health and wellness, sustainability, alumnae, event planning, house beautification, kindness committee and more.

- The committee commends the chapter on their financial transparency with University stakeholders as well as for all new and active members and their families.
- The chapter continues to host their “Show Me the Money” conversation to provide open conversation about Pi Beta Phi financial obligations. The chapter has a good working relationship with their financial advisors and uses GreekBill to collect payments.
- The chapter faced multiple alcohol related incidents of which new members were involved. Due to these incidents, Pi Beta Phi was placed on investigative status with Pi Beta Phi Headquarters. The chapter now has a Regional Assistance Plan that will guide them through planning events and provide support to the chapter leadership.
- The chapter hosted a Leadership Development Consultant in the spring semester to assist them with programming and operations due to their investigative status. The committee recommends that the chapter continue to seek assistance from Headquarters’ staff members and regional volunteers to ensure proper program planning and risk management protocol.
- The chapter hosts modules relating to their Fraternity heritage for members to continuously learn about Pi Beta Phi. The chapter participated in modules including Founder’s Jeopardy, Fraternity philanthropy facts, and National Panhellenic Council information.
- The chapter has protocol for risk management that is explained prior to date parties and formal functions. While the committee commends the chapter on their attempt to provide risk management information to their members, they recommend that the chapter leadership provide more conversations about bystander intervention and peer-to-peer accountability. These conversations should not just happen prior to bigger events but also for weekly social events with other organizations.
- The committee understands that the chapter has a Standards Board in place but has not seen evidence of members being held accountable for their actions, in particular relating to social events and the use and abuse of alcohol.
- The committee recommends that the chapter utilize their Regional Assistance Plan, alumnae advisors, Assistant Director, and National Headquarters staff to focus a majority of the next academic year on the importance of peer-to-peer accountability, bystander intervention, alcohol use and abuse, and social decision making.

**Chapter Development Question for 2014-15:**

- **How does Pi Beta Phi plan to increase education and accountability on the topics of risk management, bystander intervention, and risky behaviors?**

In the area of **Organizational Development**, the committee rated Pi Beta Phi to be a **Bronze Chapter**.

**Facilities Management**

- Pi Beta Phi had no common damages for the fall 2013 and spring 2014 semesters.
The chapter developed a House Beautification Committee to oversee the facility. This committee works with Residential Services to make necessary updates and improvements.

The House Beautification Committee developed a facility improvement survey for members to indicate what areas within the facility need updated. The survey indicated that members wanted new living room furniture, library chairs, and new lighting.

Pi Beta Phi members took some time to reorganize the kitchen cabinets and placed labels on each drawer and cabinet to help keep the space clean for their new chef.

Pi Beta Phi continues to do a good job with their sustainability efforts. The chapter participates in various sustainable efforts such as the “no power hour,” carpool Google Document, a bulb swap, and has purchased more re-useable plates and cups to reduce Styrofoam usage in the facility.

The chapter continues to utilize their Angel on Duty program. Two members sign up for Thursday, Friday, and Saturday nights throughout the year to ensure the facility is safe and that provide oversight outside and around the facility. This year the chapter added a safe-driver to their Angel on Duty program for women to call for a ride to the facility if they do not feel safe walking home.

Chapter Development Question for 2014-15:

- How has Pi Beta Phi reached out to the community in order to inform other chapters about their best practices in Facilities Management?

In the area of Facilities Management, the committee rated Pi Beta Phi to be a Gold Chapter.

Overall Rating

Overall, Pi Beta Phi has been rated a Bronze chapter by the 2013-2014 Accreditation Committee.

Pi Beta Phi continues to trend in a downward direction as compared to the history of the organization. The committee questions the chapter’s practices involving officer transition, utilization of the International Headquarters and the overall purpose of the organization. The Committee knows that the chapter has leaders that are involved and passionate, but expects to see a total chapter effort in the Phi Beta Phi expects to rebound in 2014-15.

The Accreditation committee assigns Pi Beta Phi an overall rating of Bronze, which is considered a solid level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

- How can Pi Beta Phi incorporate campus resources into their current academic success plan?
- How can Pi Beta Phi work with the Office of Fraternity and Sorority Affairs and their International Headquarters to develop a leadership system that encourages involvement from all sisters regardless of year in school?
• How can Pi Beta Phi become more directly involved with service opportunities beyond Lehigh University’s campus?

• How does Pi Beta Phi plan to increase education and accountability on the topics of risk management, bystander intervention, and risky behaviors?

• How has Pi Beta Phi reached out to the community in order to inform other chapters about their best practices in Facilities Management?