

GAMMA PHI BETA

Accreditation Report

2014-2015

Intellectual Development

- Gamma Phi Beta was ranked fifth out of nine Panhellenic Sororities in the fall 2014 semester with a GPA of 3.35024, a decrease of .03416 from the spring 2014 semester. The 3.35024 GPA placed the chapter above the All Sorority and All Greek average.
- Gamma Phi Beta was ranked ninth out of nine Panhellenic Sororities in the spring 2015 semester with a GPA of 3.24849, a decrease of .10175 from the fall 2014 semester. The 3.24849 GPA placed the chapter above the All Greek average.
- Gamma Phi Beta's fall 2014 new member class GPA was 3.6 ranking first out of four Panhellenic Sororities. The new member class GPA was 2.961 for spring 2015 ranking ninth out of nine Panhellenic Sororities.
- Gamma Phi Beta had 38.1% of the chapter on the Dean's List in the fall 2014 semester and 22.3% on the Dean's List in the spring 2015 semester.
- Gamma Phi Beta improved their members' engagement in intellectually stimulating topics and conversations through the use of their Personal and Chapter Enrichment (PACE) events. Areas of exploration included studying abroad, sexual assault, gender roles and stereotypes, mentorship, nutrition, and mental health. The chapter partnered with several campus resources and departments, taking note of the recommendation from last year's Accreditation Committee.
- Gamma Phi Beta co-hosted a Scholarship Dinner with Sigma Chi, inviting faculty members to a reception at the Hotel Bethlehem.
- Gamma Phi Beta utilizes incentives for positive recognition of academic success throughout the year, including programs such as their "A" Cup reward.
- Gamma Phi Beta continued its second year of "unstructured study hours," which the chapter has found to be much more supportive of the individual needs of each member when it comes to ability to achieve success in studying and work habits.
- Gamma Phi Beta encourages individual members to connect around similar areas of academic study and support one another through challenging coursework. The chapter has a list of each member's major and minor, and has a chart that is posted year-round in the chapter room for the membership's reference.
- Gamma Phi Beta created a mentorship program with the assistance of their faculty/staff advisor, Stefanie Burke, and began implementing the program in the spring semester. The program has many opportunities to impact the participants, and a primary area of success this semester was through academic support. The Committee commends the chapter on the use of this program, and on its application to areas of development beyond leadership.

Chapter Development Question for 2015-16:

- **How can Gamma Phi Beta continue to learn, grow, apply, and reflect on their understanding and application of mentoring and mentorship?**

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

Leadership Development

- Gamma Phi Beta sent six members to attend their Inter/National Headquarters' Real Leadership Conference. Attendees brought back and shared learning moments with the chapter and implemented concepts throughout their experience this year, including the notion of motivating the "middle" members. The Committee commends the chapter on these opportunities for reflection, and encourages the chapter to continue to utilize the concepts of "motivating the middle."
- Gamma Phi Beta's newly created mentorship program is based off of many aspects from Lehigh's bLUeprint program and the 5 Foundations for Student Success. The program has had impacts in areas of academic support, executive officer transitions, leadership development, and personal and professional success. The Committee considers this program—especially the structure, connection to bLUeprint, and implementation—to be a best practice.
- Gamma Phi Beta utilized its PACE events to connect, in many ways, to areas of leadership development. Two examples include working with the Office of Student Leadership Development to explore and develop understanding of mentorship, and creating opportunities for senior members to share their experiences of studying abroad with younger members.
- Gamma Phi Beta implemented all four of the required Crescent Values programs, developed by their Inter/National Headquarters, as a part of their New Member Education. The Chapter found such value in these programs that they will continue to implement supplemental Crescent Values series programs in the fall semester for continued education and development.
- Gamma Phi Beta has a formal executive structure, with chair positions and committees spread across the hierarchy in appropriate and meaningful ways. Many members of the Chapter are involved in the formal leadership of the membership, and are able to reflect upon the meaning and value of their leadership experiences.
- Gamma Phi Beta has supported several members' involvement in leadership positions both in the larger Greek and Lehigh communities.
- The Committee would like to additionally commend the chapter on their Accreditation presentation. While this commendation usually falls under Organizational Development, it seems apropos to this section because the Committee feels the chapter presented one of the most authentic reflections of their experience this year. This would not have been achieved without the chapter's obvious and exceptional commitment to leadership development.

Chapter Development Question for 2015-16:

- **How can Gamma Phi Beta continue to use their connections to the OSLD and OFYE to grow their formal and informal utilization of bLUeprint and concepts of mentorship?**

In the area of **Leadership Development**, the Committee rated Gamma Phi Beta to be a **Gold Chapter**.

Community Development

- Gamma Phi Beta continued to host many of their annual philanthropy events, including the Crescent Classic volleyball tournament, with proceeds benefitting Girls on the Run, and their spring Heartthrob event, which raises funds for Camp Fire USA.
- Gamma Phi Beta continued their partnership with Alpha Omicron Pi to co-sponsor a Nomad Truck Trunk Show, and split the proceeds between their two selected philanthropic organizations. Gamma Phi Beta continued their support of Girls on the Run.
- Gamma Phi Beta participated in and supported several Greek and campus-wide service and philanthropic events, including Relay for Life, Adopt-A-Family, and Holliday Hope Chests.
- Gamma Phi Beta formed a new relationship with the Fountain Hill Elementary School, and routinely volunteers to support the students of the school. The Committee was impressed by the membership's excitement for this new partnership, and commends the chapter for their hard work and commitment in developing and showcasing a true commitment to their organization's mantra of "building strong girls."
- Gamma Phi Beta continued their commitment to utilizing their standards board on a consistent basis. This year the chapter succeeded in electing a Standards Board Committee that fully represented the multiple membership classes from the chapter.
- Gamma Phi Beta acknowledged the negative effects of anonymous social media outlets such as Yik Yak, and banned the use of the application from its members. The Committee commends the chapter on their reflection of this choice and its impacts, and encourages the chapter to further consider ways to create an inclusive and positive experience for its members and the greater Lehigh community.
- The Committee believes the chapter's loyalty circles are connected to Restorative Practices. The Committee recommends that the Chapter work with its faculty advisor to explore opportunities to integrate this practice into operations.

Chapter Development Question for 2015-16:

- **How can Gamma Phi Beta build on the benefit of and use loyalty circles to be at the forefront of integrating the new concept of Restorative Practices into chapter practices?**

In the area of **Community Development**, the Committee rated Gamma Phi Beta to be a **Gold Chapter**.

Organizational Development

- Gamma Phi Beta continued their exploration of means to help with the transition of their members into leadership positions. The chapter utilized their Mentorship Program and Loyalty Circles to aid in this transition and has thus far found great success.
- Gamma Phi Beta had a successful recruitment in the Spring 2015 semester. The chapter supported the changes made by the Panhellenic Council to formal recruitment, and embraced the opportunity to converse with potential new members

about their core values and experience of being a chapter member more effectively than previous years.

- Gamma Phi Beta conducted membership surveys to better understand chapter members' honest perceptions and opinions about chapter programming. The Committee commends the chapter on this effort.
- Gamma Phi Beta revised their merit points system to promote different areas of accountability and incentive for different membership classes. The new system will be implemented in the fall semester, and a true highlight will be the use of the chapter's end-of-semester formal social event as an incentive for achievement.
- Gamma Phi Beta improved their relationships with their Inter/National Headquarters advisors, and hosted their Collegiate Leadership Consultant and Regional Coordinator on visits to the area.
- Gamma Phi Beta has harnessed their relationship with campus-based resources by inviting their faculty/staff and OFSA advisors, Stefanie Burke and Carter Gilbert, respectively, to their facility for meaningful development opportunities on multiple occasions. The Committee commends the chapter for utilizing the resources available to them, and encourages the chapter to continue to do so in the future.
- Gamma Phi Beta is committed to maintaining positive relationships with their supporting constituents, and showcases this through events for members' parents and families, and a monthly newsletter sent to alumnae and families.

Chapter Development Question for 2015-16:

- **How can Gamma Phi Beta use the idea of mentorship in chapter operations, ensuring all aspects of the organization are passed down in a more comprehensive manner?**

In the area of **Organizational Development**, the Committee rated Gamma Phi Beta to be a **Silver Chapter**.

Facilities Management

- Gamma Phi Beta's common damages for 2014-15 was \$29.42.
- The chapter was much improved in terms of using materials to hang possessions that did not damage bedroom walls.
- Gamma Phi Beta had no life-safety or common area violations.
- Gamma Phi Beta worked with their facility chef to plan for meal preparation based on anticipated attendance at weekly meals, which dramatically decreased food waste due to previous issues over-preparation and low meal attendance.
- Gamma Phi Beta built a positive relationship with their Assistant Director of Residential Services, Christopher Ottey, and proactively communicated with facility-related issues arose.
- Gamma Phi Beta improved the ongoing cleanliness of their facility by creating a sense of group accountability for community spaces.

Chapter Development Question for 2015-16:

- **How can Gamma Phi Beta sustain their meal preparation plan while expanding their overall sustainability initiatives?**

In the area of **Facilities Management**, the Committee rated Gamma Phi Beta to be a **Gold Chapter**.

Overall Rating

Overall, Gamma Phi Beta has been rated a Silver chapter by the 2014-2015 Accreditation Committee.

Gamma Phi Beta has had an extremely successful year as an organization and the Committee commends the Chapter for their efforts across the board to improve the experiences of their members, leaders, program participants, event attendees, and even advisors and alumnae. The Committee thinks the Chapter is headed in a good direction, especially with their overarching connections to bLUeprint and the 5 Foundations for Success. The leaders (both formal and informal) within the Chapter have set an excellent precedent for expectations of Chapter success moving forward, and now must identify how to continue this energy even as a new set of leaders come on board next year.

The Accreditation committee assigns Phi Delta Theta an overall rating of Silver, which is considered a high level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

- How can Gamma Phi Beta continue to learn, grow, apply, and reflect on their understanding and application of mentoring and mentorship?
- How can Gamma Phi Beta continue to use their connections to the OSLD and OFYE to grow their formal and informal utilization of bLUeprint and concepts of mentorship?
- How can Gamma Phi Beta build on the benefit of and use loyalty circles to be at the forefront of integrating the new concept of Restorative Practices into chapter practices?
- How can Gamma Phi Beta use the idea of mentorship in chapter operations, ensuring all aspects of the organization are passed down in a more comprehensive manner?
- How can Gamma Phi Beta develop innovative ways to improve their members' experience while living in the facility?

Best Practices

- Gamma Phi Beta's newly created Mentorship Program is based off of many aspects from Lehigh's bLUeprint program and the 5 Foundations for Student Success. The program has had impacts in areas of academic support, executive officer transitions, leadership development, and personal and professional success. The Committee considers this program—especially the structure, connection to bLUeprint, and implementation—to be a best practice.