

ZETA TAU ALPHA

Accreditation Report

2014-2015

Intellectual Development

- Zeta Tau Alpha was ranked seventh out of nine Panhellenic Sororities in the fall 2014 semester with a GPA of 3.25774, an increase of .04606 from the spring 2014 semester. The 3.25774 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha was ranked eighth out of nine Panhellenic Sororities in the spring 2015 semester with a GPA of 3.25077, a decrease of .00697 from the fall 2014 semester. The 3.25077 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha's fall 2014 new member class GPA was 2.79, ranking second out of four Panhellenic Sororities. The new member class GPA was 3.133 for spring 2015, ranking eighth out of nine Panhellenic Sororities.
- Zeta Tau Alpha had 27.4% of the chapter on the Dean's List in the fall 2014 semester and 33.3% on the Dean's List in the spring 2015 semester.
- The chapter uses study hours as both an incentive and accountability measure. Members with a 3.0 and above have no required hours, 2.7-2.99 are required three study hours per week, 2.3-2.7 are required four hours per week and 2.29 or below are required five hours a week. The chapter also hosts Monday study hours and names a "Greek of the week" with the most hours logged.
- The chapter provides recognition for high academic achievement through an awards ceremony with Pi Kappa Alpha.
- Zeta Tau Alpha Headquarters ranks this chapter as a Highly Commendable chapter as they have a cumulative chapter grade point average above a 3.0.
- Zeta Tau Alpha Headquarters introduced Z-Learning which are workshops to improve specific academic skills such as time management, stress management, and professional development. Over 25% of the chapter participated in these workshops and the reflection discussions addressing how to implement into members' daily academic routines.
- The chapter focused on developing additional resources for their members in STEM fields. The chapter watched a TED talk about women in the workplace and held a discussion following. The Committee commends the chapter on their programming addressing creative curiosity, particularly supporting the 50% of members in STEM majors.
- The chapter created and implemented a new academic probation policy modeled after Alpha Chi Omega's program. Members under a 2.3 grade point average are placed on academic probation and must earn points by displaying improvement or positive study habits. They also must meet with the Director of Academic Achievement regularly.
- The chapter continues the practice of providing new members with an academic goal setting sheet as well as an academic mentor with a similar major or minor. A handout detailing academic resources is also shared which illustrates the importance of academics within Zeta Tau Alpha.

Chapter Development Question for 2015-16:

- **How can Zeta Tau Alpha continue to develop creative curiosity by promoting dialogue and discussion among chapter members to enhance the intellectual climate of the sisterhood?**

In the area of **Intellectual Development**, the Committee rated Zeta Tau Alpha to be a **Silver Chapter**.

Leadership Development

- The chapter executive committee participated in Province Wide Officer Training (PWOT) in December 2014 with other Pennsylvania area Zeta Tau Alpha chapters.
- The chapter leadership learned from their suspension in Spring 2014 and focused on incorporating more opportunities for member reflection on Zeta Tau Alpha's values consistently. They also spent a lot of time rebuilding a strong culture of sisterhood.
- The chapter sent one officer to the Undergraduate Interfraternity Institute in summer 2014.
- The chapter President attended the 2014 National Convention in Los Angeles, CA.
- The chapter embraced collaboration by hosting new member education programs with three different chapters: Alpha Gamma Delta, Phi Delta Theta and Kappa Alpha Theta.
- The chapter participates in "Zeta Days," a conference hosted by the International Office. 40 members attended in York, PA where former chapter President, Madison McGahan, received the high honor of Zeta Lady, which is given to one member in each province of the state who exemplifies what it means to be a member of ZTA.
- The chapter holds a spring retreat with the entire membership to promote sisterhood, evaluate progress on current goals and set new goals for the following semester.

Chapter Development Question for 2015-16:

- **How can Zeta Tau Alpha enhance member engagement to create a sustainable model of leadership?**

In the area of **Leadership Development**, the Committee rated Zeta Tau Alpha to be a **Silver Chapter**.

Community Development

- Zeta Tau Alpha facilitated a medical amnesty awareness and bystander intervention program with Pi Kappa Alpha fraternity. The program targeted all Greek new members early in the spring of 2015 and was one of their conduct sanctions from spring 2014.
- The Committee is impressed with the chapter's continued support of breast cancer education awareness through the annual Pink Week and the Pink Out athletic events.
- The chapter was represented in many Lehigh events including Theta Chi and Alpha Chi Omega's Dodge for Domestic Violence, Sigma Phi Epsilon and Kappa Alpha Theta's Kicks for Casa, Community Service Office's Spooktacular, and Dance Marathon, among several others.

- The chapter focuses on supporting the local Bethlehem community through Bethlehem Emergency Sheltering Organization, 6th street shelter, Habitat for Humanity and Second Harvest Food Bank.
- The chapter participates in three liaison programs: Greek Allies, Global Union and the Women's Center.
- The Committee commends the chapter for bouncing back after suspension in Spring 2014 and for continuing to explore and apply productive preventative practices within the organization.
- The chapter has a well-organized standards board that was utilized several times through the 2014-15 academic year.

Chapter Development Question for 2015-16:

- **How can Zeta Tau Alpha continue to use Lehigh resources to better understand preventative practices regarding safe alcohol use and anti-hazing initiatives?**

In the area of **Community Development**, the Committee rated Zeta Tau Alpha to be a **Silver Chapter**.

Organizational Development

- The chapter continues to use the concept of "Big R, Little r" as presented by UIFI graduates as well as the Golden Circle concept to focus on the meaning behind each thing that the organization does.
- The chapter incorporated two new accountability measures to increase respect for formal Ritual: cell phone racks and a three strike behavior policy.
- The chapter decided to use BillHighway for invoicing and collecting dues. The implementation and utilization of this service has been successful.
- The chapter places all members in a Z, E, T, or A group which is used for attendance at campus events. This has been helpful in engaging all members of the chapter.
- The chapter worked with Phired Up Productions to enhance their recruitment efforts and leadership training. After taking a new member class in 2014, the chapter had a 100% retention rate for their Spring 2015 new members.
- The chapter participates in an on-going member enrichment program, LINKS. LINKS allows second, third and fourth year members to select different programming that addresses health and wellness, personal growth and leadership development. This year members chose Zumba, Self-Defense and a Mary Kay make-up tutorial.
- The chapter has a robust officer transition plan which includes three individual meetings with incoming and outgoing positions. The Committee considers this a best practice.
- The Committee commends the chapter on an excellent job incorporating Chapter Development Questions and the values of Zeta Tau Alpha into the Accreditation process.

Chapter Development Question for 2015-16:

- **How can Zeta Tau Alpha visibly display lessons from UIFI that impact the larger chapter culture?**

In the area of **Organizational Development**, the Committee rated Zeta Tau Alpha to be a **Silver Chapter**.

Facilities Management

- Zeta Tau Alpha had no common damages in 2014-15.
- The chapter hosts weekly house meetings to discuss any facility related issues. The chapter also uses a group messaging system to communicate with residents. Both of these measures have been beneficial in increasing communication and accountability.
- The chapter uses their judicial board to hold residents accountable for any damages or residential violations.
- The chapter needs to work on their key return processes with Residential Services.
- The chapter utilizes a rotating cleaning schedule to keep common areas, especially the kitchen, clean throughout the week.
- The chapter's Eco-rep presented to members on topics including sustainability, recycling and composting.
- The chapter installed a water dispenser to replace plastic bottles and cooler jugs. The chapter also encourages the use of reusable water bottles and cups/glasses.
- The chapter formed a composting committee and successfully composted approximately 75 pounds during the fall 2014 semester.
- The chapter has a close relationship with their chef, who actively supports their green initiatives and uses Pinterest to share meal ideas.
- The chapter promoted Earth Day 2015 by hosting a social media competition using the #GreenGreek. Greek members were encouraged to post pictures of green activities using the hashtag. The winner received a basket of ecofriendly products. The Committee commends the chapter on actively promoting green initiatives.
- The chapter was at 112% occupancy for fall 2014 and 132% occupancy for spring 2015.

Chapter Development Question for 2015-16:

- **How can Zeta Tau Alpha incorporate restorative circles in assisting in open chapter discussions?**

In the area of **Facilities Management**, the Committee rated Zeta Tau Alpha to be a **Gold Chapter**.

Overall Rating

Overall, Zeta Tau Alpha has been rated a Silver chapter by the 2014-2015 Accreditation Committee.

The Committee is pleased that Zeta Tau Alpha has rebounded from the challenges that the chapter faced in 2014-15. The chapter has transitioned leadership well, and is prepared to move forward knowing that all of the leaders that were part of the founding of the chapter have moved on. The Committee believes that this is an important time for the solvency of the chapter, as younger leaders take responsibility for the organization. The lessons learned by Zeta Tau Alpha, as well as their work with alumnae and campus based advisors bode well for the chapter. The Committee believes there is a bright future for the organization.

The Accreditation Committee assigns Zeta Tau Alpha 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 Zeta Tau Alpha continue to develop creative curiosity by promoting dialogue and discussion among chapter members to enhance the intellectual climate of the sisterhood?
- How can Zeta Tau Alpha enhance member engagement to create a sustainable model of leadership?
- How can Zeta Tau Alpha continue to use Lehigh resources to better understand preventative practices regarding safe alcohol use and anti-hazing initiatives?
- How can Zeta Tau Alpha visibly display lessons from UIFI that impact the larger chapter culture?
- How can Zeta Tau Alpha incorporate restorative circles in assisting in open chapter discussions?

Best Practices

- The chapter has a robust officer transition plan which includes three individual meetings with incoming and outgoing positions. The Committee considers this a best practice.