

ALPHA PHI

Accreditation Report

2015-2016

Intellectual Development

- Alpha Phi was ranked fourth out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.42173, an increase of .04516 from the spring 2015 semester. The 3.42173 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi was ranked second out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.41696, a decrease of .00477 from the fall 2015 semester. The 3.41696 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi's spring 2016 new member class GPA was 3.32 ranking third out of nine Panhellenic Sororities.
- Alpha Phi had 40.2% of the chapter on the Dean's List in the fall 2015 semester and 33% on the Dean's List in the spring 2016 semester.
- The Committee recommends that the chapter reflect on what areas of the academic plan can be strengthened to increase the depth of learning and development. Creating intentional goals can help guide the chapter's academic plan and their initiatives overall.
- Alpha Phi invited faculty to their house to speak and engage in conversation with members. This provided members with the opportunity to meet faculty outside of their majors, develop relationships with potential mentors, and learn skills including stress management.
- The Committee commends the chapter for incorporating bLUeprint into programmatic efforts. Scholarship workshops and events were strategically placed throughout the semester to address different needs of the members and each focused on a different Foundation for Student Success.
- The Committee encourages the chapter to further utilize campus connections with faculty and staff in order to meet a variety of academic needs across its membership.
- Alpha Phi fostered a relationship with the Director of Gender Violence Education and Support and engaged in open dialogue regarding healthy relationships and gender violence.
- Alpha Phi built upon the WatchCare initiative in order to promote the mental health and well-being of each member. For example, the chapter implemented a morale boosting initiative to reach out to and recognize members during stressful times or on special occasions.

Chapter Development Question for 2016-17:

- **What opportunities are there for Alpha Phi to foster Intellectual Development in an intentional way?**

In the area of **Intellectual Development**, the Committee rated Alpha Phi to be a **Bronze Chapter**.

Leadership Development

- Alpha Phi members are involved in a number of clubs and organizations, and members serve in leadership roles across the campus community. The Committee commends the chapter on its commitment to leadership, and encourages members to continually seek out these opportunities.
- Alpha Phi's Lucy Taben served as Panhellenic Vice President of Recruitment for the 2015-16 academic year.
- Alpha Phi's Jacy Herman served as a Greek Emerging Leaders mentor.
- Alpha Phi's executive board members attended the Mid-Atlantic Regional Conference in Newark, New Jersey. Members of the executive board were able to use this opportunity to foster teamwork and collaboration, further knowledge of their respective positions, and learn from other chapters.
- The Committee commends the chapter for having members reflect on their personal leadership experiences and encourages the chapter to continue incorporating individual and group reflection into all aspects of chapter operations.
- The Committee commends the chapter for utilizing the Myers-Briggs Type Indicator (MBTI) with the executive board to identify each other's leadership styles in order to more effectively work together. This is considered a best practice, and the Committee recommends that the chapter build upon this by having all members complete an MBTI assessment to foster teamwork and development across the chapter.
- The Committee encourages the chapter to consider opportunities to explore inclusive leadership and the chapter's role in improving the campus climate for the betterment of the Lehigh community.
- The Committee is concerned by the lack of opportunities provided internally to enhance members' leadership development. The Committee understands that many members are active outside of the organization; however, the chapter is unable to make connections and incorporate skills members are gaining elsewhere to further enhance the Alpha Phi experience. This is a repeat recommendation from last year.
- The Committee recommends that the chapter work with the Assistant Director of Greek Leadership Development to devise an annual leadership plan.

Chapter Development Question for 2016-17:

- **How can Alpha Phi members utilize what they have learned from external involvement for the betterment of the chapter and the Lehigh community?**

In the area of **Leadership Development**, the Committee rated Alpha Phi to be a **Bronze Chapter**.

Community Development

- The chapter participates in a number of philanthropic opportunities, including Adopt-a-Family, Relay for Life, Dance Marathon, and Snack Bags. The chapter co-sponsored Haunted House with Chi Phi and the Color Run with five other organizations. The chapter also supported other chapter's philanthropic efforts including Kappa Alpha Theta's Candyland for CASA.
- The chapter hosted Cardiac Care Week, Phiesta Bowl flag football tournament, and Red Dress Gala. More than \$10,000 in proceeds were donated to the Alpha Phi

Foundation and women's cardiac care, and the Committee commends the chapter for its efforts.

- The Committee commends the chapter for partnering with Kappa Alpha to serve Thanksgiving dinner at the Boys and Girls Club. The chapter engages in some service; however, the Committee is concerned by the chapter's lack of consistent and meaningful service within the local South Bethlehem community and surrounding areas.
- The Committee encourages the chapter to identify opportunities to engage in consistent and meaningful service. Narrowing the focus of the chapter's service interests would help develop consistency and allow the chapter to increase the depth of service versus breadth as well.
- The Committee recommends that the chapter work with the Community Service Office to navigate mandated clearances so that members are able to engage in direct service with local youth.
- The Committee recommends that the chapter identify opportunities to practice inclusivity; improve the campus climate; and increase partnerships with the Multicultural Greek Council.

Chapter Development Question for 2016-17:

- **Where can Alpha Phi develop consistent, meaningful partnerships to get involved within the South Bethlehem community?**

In the area of **Community Development**, the Committee rated Alpha Phi to be a **Bronze Chapter**.

Organizational Development

- The Committee commends the chapter on the development of a new organizational structure that encourages shared responsibility and involvement across the membership. The Committee recommends that the chapter consider ways to integrate bLUeprint into this strategy, especially with regards to inclusive leadership.
- The Committee commends the chapter for encouraging member engagement across all classes, especially seniors, via the points system.
- Alpha Phi organized a number of sisterhood events, including apple picking, cookie decorating, CPR training, and more, so that members can connect with one another and build strong relationships. The Committee encourages the chapter to further focus on building sustainable relationships among all chapter members.
- The chapter hosted a breakfast during Parent and Family Weekend, and guests met members of the organization and learned more about the sorority experience.
- Alpha Phi continued to compost and improved green initiatives by minimizing waste with reusable dinnerware.
- Alpha Phi continued their initiatives to increase alumnae involvement with the chapter and have plans to increase programming as recommended by the Committee previously. The Committee encourages the chapter to continue this effort by brainstorming how to engage alumnae in new ways that benefit the development of the chapter, its members, and its alumnae.

- The Committee recommends that the chapter focus on being intentional and transparent throughout the goal setting process for the following academic year. The Committee believes that garnering the appropriate buy-in from members on chapter goals will establish trust among members and contribute to the success of said goals.
- The Committee applauds the chapter for being proactive in seeking feedback from the Accreditation panelists. This demonstrates the chapter's willingness to incorporate critical feedback and commitment to improvement.

Chapter Development Question for 2016-17:

- **How can Alpha Phi improve communication between the executive board and the general membership in order to be transparent and inclusive?**

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

Overall Rating

Overall, Alpha Phi has been rated a Bronze chapter by the 2015-2016 Accreditation Committee.

Alpha Phi has taken steps to position the chapter for continued growth and improvement. The Committee commends the chapter for their commitment to asking questions of the panelists and seeking feedback; this will be beneficial in moving forward. Alpha Phi has begun to foster relationships with on-campus partners and must continue to build stronger and more sustainable partnerships both on- and off-campus. The Committee believes that with increased reflection, development of intentional goals across chapter initiatives, and stronger relationships, Alpha Phi will have a bright future.

The Accreditation committee assigns Alpha 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

- What opportunities are there for Alpha Phi to foster intellectual development in an intentional way?
- How can Alpha Phi members utilize what they have learned from external involvement for the betterment of the chapter and the Lehigh community?
- Where can Alpha Phi develop consistent, meaningful partnerships to get involved within the South Bethlehem community?
- How can Alpha Phi improve communication between the executive board and the general membership in order to be transparent and inclusive?

Best Practices

- The Committee commends the chapter for utilizing the Myers-Briggs Type Indicator (MBTI) with the executive board to identify each other's leadership styles in order to more effectively work together. This is considered a best practice and the Committee recommends that the chapter build upon this by having all members complete an MBTI assessment to foster teamwork and development across the chapter.