

## **GAMMA PHI BETA**

### Accreditation Report

2015-2016

#### **Intellectual Development**

- Gamma Phi Beta was ranked sixth out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.32675, an increase of .07826 from the spring 2015 semester. The 3.32675 GPA placed the chapter above the All Greek average.
- Gamma Phi Beta was ranked eighth out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.27809, a decrease of .04866 from the fall 2015 semester. The 3.27809 GPA placed the chapter above the All Greek average.
- Gamma Phi Beta's fall 2015 new member class GPA was 3.38 ranking first out of three Panhellenic sorority chapters. The new member class GPA was 3.159 for spring 2016 ranking sixth out of nine Panhellenic sorority chapters.
- Gamma Phi Beta had 31.2% of the chapter on the Dean's List in the fall 2015 semester and 18.5% on the Dean's List in the spring 2016 semester.
- Gamma Phi Beta continued to host internal and external stakeholders to provide space for intellectually stimulating discussions during their Personal and Chapter Enrichment (PACE) events. Areas of exploration included studying abroad, sexual assault, professional networking and campus involvement, alcohol awareness, financial education, sustainability, and mindfulness. The Committee commends the chapter on continuing to provide this program, and ensuring its ongoing relevance by gathering feedback and input from members.
- Gamma Phi Beta co-hosted a scholarship dinner with Sigma Chi for the second year in a row. The chapter invited faculty members to a reception at the Hotel Bethlehem for an evening of networking and dialogue between students and professors outside the strict classroom space.
- Gamma Phi Beta continues to implement positive initiatives such as their Sisterhood Spotlight and "A-Jar" reward program to incentivize and celebrate academic success throughout the year.
- Gamma Phi Beta continued to enhance the mentorship program they developed last year, and focused integrating the program in areas beyond leadership; one of these areas was scholarship. The Committee considers this entire program, with its influence in different areas of membership development, to be a best practice.
- The Committee recommends the chapter consider enhancing the training that is provided for mentors, particularly as related to academic mentorship. This might further ensure mentors are equipped to not just provide accountability and personal support, but also aid in their mentees' academic success and intellectual growth.
- Gamma Phi Beta utilizes a three-tier Academic Improvement Plan. Though this plan seems to be helpful for members who are struggling, the Committee would like to see the chapter further develop this into a more thorough plan. For example, the Committee wonders how the plan might be further developed to help members excel academically – not just improve from challenges.
- Gamma Phi Beta began implementing a concept called "InTELlectual Sisters" to support dialogue and intellectual growth amongst all members in common areas of the facility. This concept is still in the trial phase, and both the chapter and Committee are excited to see how this might impact the chapter in the future.

#### **Chapter Development Question for 2016-17:**

- **How can Gamma Phi Beta intentionally create programs and development opportunities to ensure its members will not only succeed, but thrive both academically and intellectually?**

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

#### **Leadership Development**

- Gamma Phi Beta sent members to attend their Inter/National Headquarters' Real Leadership Conference, and plans to send several more to the upcoming Gamma Phi Beta Convention to be held this summer. This is a long-standing commitment from the chapter, and members are always encouraged and expected to bring back their learning to share with the chapter membership and Greek community at-large.
- Gamma Phi Beta's mentorship program is in its second year of implementation, and the chapter continues to make adjustments to the program while it is becoming more firmly integrated into the members' experiences. The program is based off of Lehigh's bLUeprint program and encourages members to investigate and develop through the 5 Foundations for Student Success with special attention paid to the Learning Cycle.
- Gamma Phi Beta continued to utilize its PACE events to connect opportunities for intellectual growth to leadership development. Examples include panels from members and staff resources about involvement on campus and opportunities to study abroad, in addition to understanding positional and informal opportunities for leadership involvement in the chapter, on campus, and beyond.
- Gamma Phi Beta implemented all four of the required Crescent Values programs, developed by their Inter/National Headquarters. In the past, this has been implemented in conjunction with the chapter's New Member Education. Building from the positive experience from last year, the chapter decided to implement Crescent Values programs in the fall semester as well, which allowed development opportunities for upper-class students as well.
- Gamma Phi Beta has a formal executive structure with chair positions and committees spread across the hierarchy in appropriate and meaningful ways. With the support of the chapter's Regional Leadership Coordinator, the current Administrative Vice President has been working diligently to create a screening process to aid in the officer election process. Though this screening process won't be implemented until the upcoming fall semester, it is noteworthy that the chapter leadership is being thoughtful and proactive to create processes for future success of the organization.
- Gamma Phi Beta has supported several members' involvement in leadership positions both in the larger Greek and Lehigh communities. This includes elected positions at the governing council level, Recruitment Guides, Greek Emerging Leaders, etc. Additionally, several chapter members are increasing their support for campus inclusion initiatives through their involvement in groups such as the Feminist Alliance and attendance at Shabbat and the Women's Empowerment Summit.
- Gamma Phi Beta continues to make positive improvements to their New Member Education program, and the integration of the Loyalty Circles program seems to help ensure a seamless transition for new members into the chapter. The Committee thinks the Loyalty Circles program is a positive initiative, and commends the chapter

on the integration of formal meetings and use of Restorative Practices this year; the Committee is excited to see this program continue to develop and become a solid foundation for the chapter for years to come.

**Chapter Development Question for 2016-17:**

- **How can Gamma Phi Beta maintain the strength of current initiatives that promote and develop leadership in all members without becoming complacent nor stagnant in this area?**

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 and Heart Throb, with proceeds for both events benefitting Girls on the Run, the national sorority's philanthropic partner.
- Gamma Phi Beta collaborated with Alpha Tau Omega for the "Buddy Bash!" event, which was additionally hosted in partnership with Lehigh University's Best Buddies organization. This event was a unique blend of service and philanthropy, and there are many hopes this partnership will continue to develop in the future.
- Gamma Phi Beta participated in and supported several Greek and campus-wide service and philanthropic events, including Relay for Life, Adopt-A-Family, and Thank-A-Teacher.
- The Committee commends the chapter on their excellence in philanthropy. In the past, the chapter has had at least some service efforts that were maintained throughout the year, and the Committee is concerned to have seen the focus shift so dramatically away from service, despite the positive focus on philanthropy. The Committee recommends the chapter find a way to balance these priorities and explore ways that ongoing service opportunities can be developed in tandem with philanthropic efforts, perhaps in connection with Girls on the Run.
- Gamma Phi Beta is continually seeking ways to build relationships with a broader network of alumni, both from Lehigh and elsewhere. Alumni advisors are very involved with the chapter's operations, and the chapter finds exceptional benefit in professional networking with alumni at large.
- Gamma Phi Beta continued to improve their standards board processes by integrating Motivational Interviewing techniques, and saw a positive impact in the interaction between members and officers throughout the process. The basic tenets of Motivational Interviewing include incorporating the O.A.R.S. approach, which encourages authentic communication and allows for learning and reflection through dialogue. The Committee believes this integration is a best practice, and commends chapter leaders on connecting their knowledge to practice in this meaningful way.
- Gamma Phi Beta, as mentioned previously, integrated Restorative Practice concepts into their Loyalty Circles. This is worth mentioning under Community Development due to the inherent nature that this integration could positively impact membership experiences and accountability in the long-term.

#### **Chapter Development Question for 2016-17:**

- **How can Gamma Phi Beta develop more service opportunities for their members, and additionally consider integration of their national philanthropic partner into these service efforts?**

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

#### **Organizational Development**

- Gamma Phi Beta set goals and priorities based on a SWOT Analysis from the fall semester. Goals included increasing chapter buy-in, encouraging unity, strengthening the mentorship program, increasing support for national philanthropic partner, and reinforcing personal accountability.
- The chapter considered feedback from last year's Accreditation Committee and utilized many resources to implement techniques and processes to better the organization as a whole. These items have been mentioned in other development areas (e.g. restorative practices, bLUeprint, motivational interviewing, etc.), showcasing the success of these implementations to impact multiple areas of the chapter's operations.
- Gamma Phi Beta had a successful formal recruitment in the spring 2016 semester, in addition to building upon processes for continuous open bidding in fall semesters. The chapter continued to support the changes made by the Panhellenic Council to formal recruitment, and embraced the opportunity recruit new members from a values-based perspective.
- Gamma Phi Beta is responsible in both financial and facilities management efforts. The chapter additionally explores ways to support and encourage individual members to be equally accountable and responsible in these efforts.
- Gamma Phi Beta implemented their revised merit points system, which was proposed last year, to promote different areas of accountability and incentives for members with special attention paid to the needs and expectations of different class years. The new system highlighted the social benefit of organizational involvement, shifting member's expectations from rights of social engagement to earned privileges based on positive contribution to the chapter.
- Gamma Phi Beta continued to maintain positive relationships with their Inter/National Headquarters advisors, and hosted their Collegiate Leadership Consultant and Regional Coordinator on visits to the area. This year the CLC visit was lengthened from three to seven days, per organizational standards, and the chapter saw tremendous benefit and build a meaningful relationship with the CLC over this extended visit.
- 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. The communication and use of social media to engage these constituents has been an area of increased focus for the chapter, and the Committee commends these efforts.
- Gamma Phi Beta enrolled in the Greek Eco-Rep House Sustainability program this year, and made strides in improving sustainability efforts within the facility, as well as members' care and concern for sustainability issues overall. The Committee commends the chapter on these efforts, especially based on the commitment to be innovative and intentional beyond simply meeting expectations.

- The Chapter Facility Manager and Education Vice President partnered together for an innovative approach to developing sisterhood while increasing sustainability. They achieved this by organizing a Sisterhood Retreat at Color Me Mine, with the resulting coffee mugs replacing previous single-use coffee cups for the facility.
- Gamma Phi Beta had no life safety or common area violations and additionally had no common damages for the year.

#### **Chapter Development Question for 2016-17:**

- **How can Gamma Phi Beta build from their recent years' focus on greater organizational development to become a top contributor to the Greek community to support and challenge all chapters' organizational success?**

In the area of **Organizational Development**, 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 2015-2016 Accreditation Committee.**

Gamma Phi Beta has had another successful year as an organization, continuing to build upon and improve opportunities for membership development in all areas attributed to organizational success. The Committee would like to commend the chapter for these efforts, particularly as the chapter showcased such intentionality in responding to feedback from last year's accreditation process. The use of Restorative Practices, Motivational Interviewing, and connections to bLUeprint are tremendous, and the connection of these techniques to multiple areas of practice such as the mentorship program and standards process are to be applauded. The Committee is excited to see the chapter continue along this road of success and become even more grounded in this current state of expectations and accountability. The chapter should feel exceptionally proud of their efforts, and feel affirmed that their #RoadToGold efforts are worthy of commendation and continued focus.

**The Accreditation committee assigns Gamma Phi Beta 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 intentionally create programs and development opportunities to ensure its members will not only succeed, but thrive both academically and intellectually?
- How can Gamma Phi Beta develop more service opportunities for their members, and additionally consider integration of their national philanthropic partner into these service efforts?
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**Best Practices**

- Gamma Phi Beta continued to enhance the mentorship program they developed last year, and focused integrating the program in areas beyond leadership; one of these areas was scholarship. The Committee considers this entire program, with its influence in different areas of membership development, to be a best practice.
- Gamma Phi Beta continued to improve their standards board processes by integrating Motivational Interviewing techniques, and saw a positive impact in the interaction between members and officers throughout the process. The basic tenets of Motivational Interviewing include incorporating the O.A.R.S. approach, which encourages authentic communication and allows for learning and development of the member. The Committee believes this integration is a best practice, and commends chapter leaders on connecting their knowledge to practice in this meaningful way.