

PI BETA PHI

Accreditation Report

2015-2016

Intellectual Development

- Pi Beta Phi was ranked third out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.43557, an increase of .07434 from the spring 2015 semester. The 3.43557 GPA placed the chapter above the All Sorority and All Greek average.
- Pi Beta Phi was ranked fourth out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.38881, a decrease of .04676 from the fall 2015 semester. The 3.38881 GPA placed the chapter above the All Sorority and All Greek average.
- Pi Beta Phi's spring 2016 new member class GPA was 2.999 ranking eighth out of nine Panhellenic Sororities.
- Pi Beta Phi had 40.9% of the chapter on the Dean's List in the fall 2015 semester and 33.3% on the Dean's List in the spring 2016 semester.
- The Committee commends the chapter on its comprehensive efforts to provide academic support and resources for members via the Academic Supervision scholarship plan. Members falling below a 3.0 GPA are required to meet with the Vice President of Membership Development to develop individualized plans. Those falling below a 2.0 GPA lose privileges associated with membership.
- Pi Beta Phi encourages high academic performance and celebrates sisters' hard work via Smart Cookie Jar, Caffeine Queen, Study Day Breakfast, and Finals Angels. Members earning a 3.80 GPA or higher are also invited to a recognition dinner at The Melting Pot.
- The chapter organizes Angel Advisors, and members are assigned to small groups based upon major. Recognizing that many first-year students are undeclared, the chapter adapted the program by grouping undeclared new members with upper-class members majoring in a number of fields. The Committee recognizes the benefit of this program in promoting academic success and encouraging senior involvement.
- Pi Beta Phi partnered with the Center for Academic Success to host a workshop focusing on study skills and time management.
- The Chapter celebrated its fourth annual Health Month. Notable activities included meditation sessions, hiking, and highlighting a superfood of the week. The Committee commends the chapter for promoting a healthy lifestyle.
- Pi Beta Phi has strengthened its relationship with the Director of the Women's Center, and Rita Jones facilitated workshops with the chapter. The first focused on the organization value sincere friendship and sisterhood support. The second focused on healthy self-esteem and body image.
- Pi Beta Phi created the Current Events Chair so that members could learn more about what is in the world around them and beyond. The Committee believes this effort has the potential to grow into a best practice provided it is ongoing and reflective.
- Pi Beta Phi hosted a career builder workshop and invited Lambda Theta Alpha to attend. The alumna leading the workshop discussed launching an internship or job search; cover letter and résumé writing; and provided numerous tips.

- The Committee acknowledges that the chapter is doing incredibly well with regards to Intellectual Development, and there exists a healthy combination of academic effort and learning. The Committee recommends the chapter focus on sustaining this effort and solidifying partnerships.

Chapter Development Question for 2016-17:

- **What other opportunities could Pi Beta Phi incorporate (other than study hours and incentives) to build upon Intellectual Development and promote creative curiosity?**

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

Leadership Development

- Pi Beta Phi members are involved in more than 100 clubs and organizations, and the majority are involved in at least two activities outside of the chapter. Additionally, 31.5% of 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.
- Pi Beta Phi's Carly Daitch served on the Panhellenic Council as the Vice President of Judicial.
- Pi Beta Phi's Kallyse Duddleston serves as the Coordinator for Greek Emerging Leaders (GEM) and Erin Garrity serves as a GEM mentor.
- Chapter president Rebecca Holowienka received the Living the Ritual award at the Fraternity and Sorority Leadership Awards program.
- Pi Beta Phi has worked to increase senior participation and recognizes a "Senior of the Week." Seniors who attended chapter and another event in a given week put their name in a jar, and a winning senior receives a plate of homemade cookies. The chapter has seen a significant increase in senior participation as a result.
- The chapter's election and transition process is exceptionally thorough and allows for a longer transition period; shadowing with outgoing officers; completion of a headquarters-sponsored online training; and participation in an officer leadership retreat. As a result, new officers understand their roles and responsibilities as well as available resources. The Committee commends the chapter for preparing new officers in a detailed, and considers these collective efforts a best practice.
- Phi Beta Phi utilizes the Beta Box via Survey Monkey to gather feedback on members' perception of goal attainment; evaluate the Executive Council; and solicit ideas and advice. The Beta Box helps to stimulate idea contribution, promote open collaboration, and serve as a vehicle for communication. The Committee commends the chapter for seeking and giving critical feedback on a regular basis and using this information to inform future practice.
- The chapter incorporates its headquarters-sponsored program Leading with Values into chapter operations. Based upon six core values—Lifelong Commitment, Honor and Respect, Personal and Intellectual Growth, Integrity, Philanthropic Service to Others, and Sincere Friendship—this seminar series has led to increased focus on a number of topics, including ritual and bystander intervention. The Committee commends Pi Beta Phi and its members on their work with this program and

recommends the chapter identify additional opportunities to further education within the chapter environment.

Chapter Development Question for 2016-17:

- **How might Pi Beta Phi more intentionally engage in goal setting with individual officers and collectively on an annual basis?**

In the area of **Leadership Development**, the Committee rated Pi Beta Phi to be a **Gold 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 also supported Gamma Phi Beta's Crescent Classic volleyball Tournament, Kappa Alpha Theta's Candyland for Case, and more.
- The chapter's philanthropic efforts support the Pi Beta Phi Foundation and Friendship Fund, and funds are typically raised to support literacy initiatives. For example, the chapter kept the Goose open late in partnership with the Women's Center to raise funds and purchase children's books for first-time low income mothers. Other co-sponsorships included Pi Phi Gives You Wings with Lehigh After Dark; Pi Day with Kappa Alpha and Alpha Phi Alpha; and the Color Run with five other organizations.
- The chapter shared their appreciation for faculty and staff across the academic year. The chapter cosponsored a faculty dinner with Lambda Theta Alpha and hosted Pie with Pi Phi.
- The Committee commends the chapter for partnering with fraternities and sororities belonging to the Multicultural Greek Council. Noting that the chapter has partnered with Lambda Theta Alpha for two consecutive years, the Committee recommends that the chapter formalize relationship and reflect upon the value of true collaboration.
- Pi Beta Phi implemented an eight hour service requirement per member, and members regularly volunteer at St. Luke's Hospital, the Boys and Girls Club, and other agencies within the local community. Those completing more than eight hours are awarded points for time and dedication.

Phi Beta Phi has worked to strengthen relationships with the Alumnae Advisory Committee, alumnae, and others. The chapter hosted an alumnae brunch during Rivalry Week and also shared a newsletter. The Committee recommends that the chapter continue to build relationships and connections with alumnae.

- Pi Beta Phi's leadership philosophy centers upon servant leadership, and the chapter recognizes that not all members can serve in positional leadership roles during their time as collegiate members. The Committee believes the chapter embodies this philosophy when putting organizational values into action within the community. To take things to the next level, the Committee recommends that the chapter explore the concept of servant leadership and how to further augment service with education and reflection.
- Pi Beta Phi's Policy and Standards Board meets weekly to discuss disciplinary matters and concerns, and recent efforts have focused on consistency. The Board also rewards sisters for their positive contributions and behavior via the "You Go Glen CoCo Box."

- Pi Beta Phi received a Disciplinary Warning for Respect for Community—Encouraging Others following an incident where a highly intoxicated student had been drinking at an off campus party. The chapter discussed the incident with the implicated fraternity, and the Committee recommends that the chapter be mindful and cognizant of the fact that all parties are responsible for guests.

Chapter Development Question for 2016-17:

- **How is the chapter internalizing service so it ties into their core values?**

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

Organizational Development

- The chapter revamped its committee structure to spread out leadership opportunities and eliminated unnecessary committees. Whereas executive board members previously served as committee chairs, general members are now nominated to serve in these roles. As a result, the Chapter witnessed an increase in engagement and the Committee commends that chapter for these structural changes.
- Pi Beta Phi's Vice President of Finance (VPF) oversees an annual budget, tracks key disbursements, and works with an accountant. The VPF also presented "Show Me the Money" and shared a breakdown of dues contributions, including where monies are allocated and why. The Committee commends the chapter for its increased fiscal responsibility and transparency.
- Pi Beta Phi maintains a chapter website and manages Facebook, Instagram, and Tumblr accounts to connect with alumnae, parents, and potential new members.
- The Chapter invited new members' parents and family to Parents Weekend in late April to meet members of the organization and learn more about the sorority experience.
- Pi Beta Phi's Sisters Only Program promotes sisterhood and strengthening relationships across the membership. Recent activities have included pumpkin painting, karaoke, ice skating, and cake-decorating.
- The chapter has strengthened connections with its advisors through weekly communication and updates. Officers also prepare monthly reports and complete an annual chapter evaluation.
- Pi Beta Phi hosts risk management seminars, workshops, and open forums across the academic year and before major social events. Members are also required to sign a Date Party Contract assuming personal responsibility and responsibility for their respective date's behavior at the social event.
- The Committee believes the Angel on Duty program is an effective risk management tool to promote facility upkeep and members' safety, and considers this a best practice. Per this program, sisters serve as an on-call emergency contact; complete rounds in common areas of the facility; and offer safe rides on Thursday, Friday, and Saturday nights.
- Pi Beta Phi met all terms of its headquarters' probationary status and was moved off of regional assistance as a result. The chapter is still working with the regional team, Alumnae Advisory Council, and Leadership Development Consultant to further implement the action plan. The Committee recommends that the chapter consider

how best to commit learnings from this experience to memory so that as members graduate, the learning is not lost.

Chapter Development Question for 2016-17:

- **How can Pi Beta Phi use the coming year to focus on maintaining momentum and continual development?**

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

Overall Rating

Overall, Pi Beta Phi has been rated a Gold chapter by the 2015-2016 Accreditation Committee.

Pi Beta Phi met all terms of its headquarters' probationary status and was moved off of regional assistance thanks in part to a total chapter effort. The chapter's member development experience is solid and members are afforded a number of opportunities to engage in learning, discussion, and servant leadership. Additionally, there exists strong partnerships across campus and beyond. It is more than evident that the chapter is operating with strong momentum, and the Committee recommends that the chapter consider how to sustain this to ensure long-term success. Simply put, do not stop.

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

Chapter Development Questions

- What other opportunities could Pi Beta Phi incorporate (other than study hours and incentives) to build upon Intellectual Development and promote creative curiosity?
- How might Pi Beta Phi more intentionally engage in goal setting with individual officers and collectively on an annual basis?
- How is the chapter internalizing service so it ties into their core values?
- How can Pi Beta Phi use the coming year to focus on maintaining momentum and continual development?

Best Practices

- The chapter's election and transition process is exceptionally thorough and allows for a longer transition period; shadowing with outgoing officers; completion of a headquarters-sponsored online training; and participation in an officer leadership retreat. As a result, new officers understand their roles and responsibilities as well as available resources. The Committee commends the chapter for preparing new officers in a detailed, and considers these collective efforts a best practice.
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