

ZETA TAU ALPHA

Accreditation Report

2015-2016

Intellectual Development

- Zeta Tau Alpha was ranked eighth out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.21138, a decrease of .03939 from the spring 2015 semester. The 3.21138 GPA placed the chapter above All Greek average.
- Zeta Tau Alpha was ranked ninth out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.23446, an increase of .02308 from the fall 2015 semester. The 3.23446 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha's spring 2016 new member class GPA was 2.913 ranking ninth out of nine Panhellenic Sororities.
- Zeta Tau Alpha had 34.7% of the chapter on the Dean's List in the fall 2015 semester and 29.9% on the Dean's List in the spring 2016 semester.
- The chapter uses positive incentive programs for class attendance and academic achievement. The "No Skippy Jar" encourages class attendance by providing a finals-themed goodie bag for the sister with the lowest number of missed classes each semester. The "Smart Cookie" rewards sisters every other week who receive an A on a paper or test.
- The Committee commends the chapter on the continued practice of providing new members with an academic goal-setting sheet as well as an academic mentor with a similar major or minor.
- Zeta Tau Alpha offers Values Based Enrichment Programs which allow chapter liaisons to present helpful information to members. A Health and Wellness liaison and Peer Health Advisor gave a presentation about sleep habits as a pre-4 o'clock workshop.
- The chapter's academic probation program is based on accumulating positive points and has continued to be successful. The chapter adjusted the plan to enhance accountability and monitor progress throughout the semester.
- Zeta Tau Alpha sisters are members of several academic interest and honor societies (Tau Beta Pi, Eckardt Scholars, Martindale Honors Society, etc.).
- The Committee recognizes that efforts are in place to encourage academic achievement, but would like to see a more comprehensive plan addressing greater intellectual growth, including professional development.
- The Committee encourages the chapter to support the large number of sisters in STEM fields by increasing faculty connections and increasing available resources.

Chapter Development Question for 2016-17:

- **How can Zeta Tau Alpha evaluate members' needs, community best practices and university resources to create a robust plan for intellectual development?**

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

Leadership Development

- Zeta Tau Alpha President Grace Wong received a Tradition of Excellence Award for Excellence in Inclusive Leadership and former President Jen Finley received a 2016 President of the Year award at the 2016 Fraternity & Sorority Leadership Awards.
- The chapter received the Excellence in Leadership award at the annual Pennsylvania/West Virginia Zeta Day Convention in April of 2016 for incorporating values in leadership, developing leadership skills in new members, maintaining active chapter participation, and fostering leadership in the campus community.
- The chapter continues to use Province-Wide Officer Training (PWOT) as a primary training tool for the incoming executive and programming councils.
- The chapter had sisters participate in LeaderShape and Greek Emerging Leaders.
- The chapter participates in regional and national leadership opportunities, sending the President to the National Leadership Conference in 2015 and sending 35 members to Pittsburgh for the annual Zeta Day.
- Zeta Tau Alpha member Jen Finley was awarded Zeta Lady 2016, recognizing a member that shows a strong, positive attitude in her leadership and everyday life.
- The Committee commends the chapter for using a reflection survey to gather feedback regarding chapter leadership and operations. The Committee also urges the chapter to use these results as an impetus for open discussion around issues.
- Zeta Tau Alpha hosted an “officer fair” so that members interested in different positions could explore leadership opportunities and ask questions. The Committee commends the chapter for encouraging new members to get involved early in their experience.

Chapter Development Question for 2016-17:

- **How can the current leadership structure best serve the needs, mission and goals of Zeta Tau Alpha?**

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

Community Development

- Zeta Tau Alpha continues to be outstanding supporters of their national philanthropy, Breast Cancer Education and Awareness. The chapter hosts an annual Pink Week in October in addition to fundraisers throughout the year.
- The Committee challenges the chapter to think beyond their national cause and find partnerships that are meaningful to the chapter and bring fulfillment to members.
- The chapter requires six hours of community service per member and also organizes a “Zeta Day of Service” for members to volunteer across the Bethlehem community.
- The chapter used a sisterhood reflection circle to address negativity surrounding the judicial process. This allowed the judicial process to become more transparent and use the system more effectively moving forward.

- Zeta Tau Alpha members participate in service, philanthropy, and enrichment events across campus, including but not limited to: Without Walls, Dance Marathon, Holiday Hope Chests and Relay for Life.
- The chapter continues to address safety and wellness through programming. The entire membership participated in the Alcohol Skills Training Program (ASTP). Members expressed that the program was extremely helpful in evaluating safe drinking habits.
- The Committee is pleased with the on-going focus on alcohol education and encourages the chapter to look for sustainable ways to integrate into member development.
- Zeta Tau Alpha sisters are active across the campus community in clubs and organizations such as the Choir, University Productions, Alpha Phi Omega and the Women's Center.

Chapter Development Question for 2016-17:

- **How can the chapter create meaningful partnerships to positively impact members and community relations?**

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

Organizational Development

- The chapter actively uses their judicial board to handle any violations of house rules or university codes which is monitored by the House Manager.
- The chapter was recognized at their National Leadership Conference as a Crown Chapter which is awarded for excellence in all chapter operations.
- Zeta Tau Alpha focused on building a strong sense of sisterhood this year, hosting numerous events that would foster unity and bonding across every member. Some events (i.e. Movie Mondays) are weekly while others (I'm Thankful for My Sister) are seasonal. It is evident that member satisfaction has increased due to these efforts.
- The chapter continues to use the LINKS program for member development. This year, sisters attended David Stollman's presentation, exercised in a yoga class and participated in a professional make-up tutorial.
- The chapter had nine new members join the programming council bringing the percentage of members in a leadership role to 35%.
- The Committee commends the chapter on using the Office of Student Leadership Development as a resource in addressing difficulties within the organization. The OSLD hosted a "True Colors" workshop to assist with team building.
- Zeta Tau Alpha experienced some struggles with organizational identity and leadership transitions this year. The Committee encourages the continued use of restorative circles by utilizing trained facilitators within the Dean of Students office.
- The Committee believes that the chapter is setting goals, but hopes to see a more systematic or formalized method for documenting and assessing progress. This will assist the chapter in sustainability and further defining their contributions.

Chapter Development Question for 2016-17:

- **How can the chapter increase member satisfaction by developing sisterhood based on mutual respect, positive leadership and self-care?**

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

Overall Rating

Overall, Zeta Tau Alpha has been rated a Silver chapter by the 2015-2016 Accreditation Committee.

Zeta Tau Alpha successfully overcame several challenges this year including unexpected changes in leadership, negative member feedback and the transition out of “new chapter” status. The Committee sees that positive momentum is building within the organization and hopes to see that continue in all metrics. The Committee wants to see the chapter seek proactive solutions instead of reactive in addressing organizational issues or member concerns. This will lead to a more positive experience in ZTA and solidify the chapter’s identity within the Lehigh community.

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 evaluate members’ needs, community best practices and university resources to create a robust plan for intellectual development?
- How can the current leadership structure best serve the needs, mission and goals of Zeta Tau Alpha?
- How can the chapter create meaningful partnerships to positively impact members and community relations?
- How can the chapter increase member satisfaction by developing sisterhood based on mutual respect, positive leadership and self-care?