

## **ALPHA GAMMA DELTA**

Accreditation Report

2016-2017

### **Leadership & Member Development**

- Alpha Gamma Delta members are highly involved across Lehigh. Members earn house points which are documented on individual activity sheets for involvement in organizations outside of Alpha Gamma Delta. Involvement ranges in social clubs, academic organizations, and global organizations.
- Alpha Gamma Delta has members in Zeta Beta Groups that attend various campus events together. These groups are formed by pairing members across years. The Zeta Beta groups bring together a diverse group of members to give them the opportunity to engage and learn together, as well as the opportunity to discuss experiences at chapter meetings.
- The chapter members engage in the Alpha Gamma Delta experience. This is a national program set by the organization's headquarters. The program is split into three experiences. The Alpha Experience focuses on new member education; learning the history and values of the fraternity. The Gamma Experience focuses on membership growth for the two years following, with an emphasis on living out each line of Alpha Gamma Delta's purpose. Delta Experience is for senior members, helping with the transitional period post college, taking time for reflection on their time in Alpha Gamma Delta and what they want their legacy to be. The committee commends the chapter for having member development that goes beyond new member education.
- Alpha Gamma Delta's New Member Coordinators oversee the new member education plan. The coordinators planned for the new member class to engage in events that partnered with other Greek chapters and campus organizations at Lehigh. These included a Break The Silence workshop, a dance workshop with Leela, and a presentation facilitated by the Pride Center with Pi Beta Phi.
- The chapter encourages its members to attend Leadership conferences both within Lehigh and through the national organization. The chapter sent four members and the chapter alumni advisor to the Alpha Gamma Delta National Convention. The chapter president attended the President's Academy where she was introduced to the organization's new national philanthropy which focuses on world hunger. The chapter also sponsored a member to attend Leadershape over Winter Break.
- Alpha Gamma Delta encourages members to discuss involvement outside of the chapter at meetings every Sunday. For example, the President of the Beekeeping Club is a sister and discussed what the club is doing as well as the importance of bees to the world. The committee commends the chapter for numerous leadership roles throughout campus and bringing it back to the chapter to educate and inform others.
- The committee notes that members of Alpha Gamma Delta are involved in a lot throughout Lehigh. The committee recommends that the chapter continues to practice self-care so that the membership does not experience burn out both within Alpha Gamma Delta and across Lehigh.

### **Chapter Development Question for 2017-2018:**

- **How can Alpha Gamma Delta leverage its leadership to influence the conversation regarding campus climate and high risk behavior?**

In the area of **Leadership & Member Development**, the Committee rated Alpha Gamma Delta to be an **Accredited with Excellence Chapter**.

### **Organizational Operations**

- Alpha Gamma Delta provides an opportunity during chapter meetings where members can share campus events that are associated with other organizations they are involved in. These announcements are recorded in chapter minutes and posted in the chapter's google drive for all members to reference when needed.
- The chapter's Vice President of Operations created a document outlining all required events and fines. These were handed out during chapter meetings and placed around the chapter house. Members also had the opportunity to ask questions regarding the document to increase clarity and understanding.
- Alpha Gamma Delta has subcommittees which all members must participate in a minimum of one committee. The chapter went from five subcommittees to four, because the chapter expressed that the operations committee had little to no interest. Officers in charge of the committees delegated to members who helped them feel more involved in chapter decisions.
- The chapter implemented feedback circles to access members' individual voices. Feedback circles was suggested by their Leadership Consultant. The president posts a discussion question prior to chapter meeting. During chapter, members go into small groups to discuss the prompted questions, and the executive board would discuss the feedback received. The steward committee was created because of the feedback circles. The committee commends the chapter for the creation of the feedback circles, and providing all members a voice.
- The chapter president has an open door policy in which members are able to discuss chapter or personal business. The open door policy was created for members who do not feel comfortable speaking during large chapter meetings. The committee identifies the open door policy as a best practice.
- The chapter's executive board reviews chapter bylaws with the advisor each year. Any changes the executive board makes must be voted on by the chapter. If a member breaks these policies, they are sent to the judicial board which is made up of the president, risk manager, and other executive officers depending on the violation.
- The chapter focused on values based recruitment during formal recruitment. The chapter created a shorter recruitment video and house tour. This allowed members to increase time talking to potential new members and developing meaningful connections. The committee commends the chapter on this change to focus on creating relationships, and recommends that the chapter continues to recruit with purpose.

### **Chapter Development Question for 2017-2018:**

- **How can Alpha Gamma Delta continue to focus on transparency and understanding between executive board and general members?**

In the area of **Organizational Operations**, the Committee rated Alpha Gamma Delta to be an **Accredited with Excellence Chapter**.

### **Community Service & Engagement**

- Alpha Gamma Delta celebrated 40 years at Lehigh. The chapter held a weekend of events where alumnae came and celebrated this accomplishment. After the banquet, the alumnae

advisor created a Facebook page to continue the connections made during the weekend. The committee commends the chapter for planning a three day alumnae weekend, and recommends that they continue this alumnae engagement outside of milestones.

- Alpha Gamma Delta participated in campus wide events as a chapter. Some of these included Alpha Phi's free yoga, Delta Chi's Battle of the Bands, Student Senate Gatsby Gala, and Lehigh EcoReps Trashion Show.
- The chapter had 45 members attend Bill Mitchell's Dating and Relationship Violence talk, which related to a fraternity wellness event that the chapter held the week prior. Alpha Gamma Delta also has members involved in Break the Silence and they led a chapter wide discussion on dating violence and how to intervene.
- The chapter participated in various philanthropic efforts. Some of these include Alpha Gamma Delta Sweet Shop, Downward Dog for Diabetes, Dance Marathon, and Relay for Life. The chapter also partnered with Delta Upsilon for their annual Lassoing Leukemia event.
- Alpha Gamma Delta changed its national philanthropy to focus on world hunger. The philanthropy coordinator created a committee to identify local foodbanks for the chapter to align with the new cause. Members volunteered time at the Bethlehem Hispanic Center stocking and organizing shelves and refrigerators during National Service Week. The committee commends the chapter for thinking about the new national philanthropy, and relating it to the local community.
- The chapter participates in initiatives coordinated by the Community Service Office such as the Cooking Club, Spooktacular, Broughal Bowling, Homework Club, Spring Serve Trips, and Spring Fling. Members also serve as Student Coordinators and tutors in the office.
- Alpha Gamma Delta was given a Disciplinary Warning after being found responsible for Respect for Community-Irresponsible Distribution of Alcohol. Alpha Gamma Delta had a party with a fraternity where underage members were served wine, beer, and champagne. The committee recommends that the chapter continues to develop and incorporate bystander intervention.
- Alpha Gamma Delta was placed on Disciplinary Probation through May 31, 2017 after being found responsible for Respect for Others-Hazing. Alpha Gamma Delta had new members dressed in silly costumes as a part of new member education. The committee recommends that the chapter continues to explore and reflect upon missteps regarding conduct.

#### **Chapter Development Question for 2017-2018:**

- **How can Alpha Gamma Delta think through opportunities for a comprehensive approach to fundraising, increasing awareness, and meaningful service as they transition into a new national philanthropy?**

In the area of **Community Service & Engagement**, the Committee rated Alpha Gamma Delta to be an **Accredited Chapter**.

#### **Academic & Intellectual Advancement**

- Alpha Gamma Delta was ranked second out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.48548, an increase of .08826 from the spring 2016 semester. The 3.48548 GPA placed the chapter above the All Sorority and All Greek average.

- Alpha Gamma Delta was ranked fourth out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.40, a decrease of .08548 from the fall 2016 semester. The 3.40 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Gamma Delta's spring 2017 new member class GPA was 3.22 ranking fourth out of nine Panhellenic Sororities.
- Alpha Gamma Delta had 44.2% of the chapter on the Dean's List in the fall 2016 semester and 42% on the Dean's List in the spring 2017 semester.
- Alpha Gamma Delta revised the academic plan after they realized the chapter was not supporting sisters who struggle academically. Members under a 2.5 GPA enlist in the chapter's new Scholarship Improvement Plan. Members following this plan sit down with the Vice President and review the list of resources offered by the University, select at least two for assistance, and make a Study Skills Appointment with the Center for Academic Success. The plan also includes goal setting and restricted social event attendance. The committee commends Alpha Gamma Delta on their proactive components to academic improvement. The committee is excited to see how the plan continues to help members.
- Alpha Gamma Delta hosted the annual Alpha Grabba Dunkin' event the week students returned from pacing break. This event is during four o'clocks and is used to welcome students back to campus to promote a friendly environment. Sisters were stationed at the flag pole and handed out free coffee, hot chocolate, and munchkins.
- Alpha Gamma Delta had 35 members attend the Kenner Lecture on Cultural Understanding and Tolerance. Dr. Arun Gandhi, Gandhi's grandson, discussed his life experience as being the grandson of one of the world's pioneers of nonviolence. This lecture created further conversation between chapter members about what role they play both inside and outside of Lehigh when they graduate.
- Alpha Gamma Delta worked with Phi Delta Theta to host the third annual Scholarship Dinner. Members of both chapters invited professors to enjoy dinner. Awards are given to members with the highest GPA, most improved GPA, and most study hours.
- Alpha Gamma Delta and Pi Beta Phi attended a career development session, "Interview for Success." Staff from Lehigh's Center for Career & Professional Development discussed the best tactics and mannerisms for interview behavior such as appropriate interview dress, talking points, background company research and resume editing. The chapter feels that the session built stronger inter-Panhellenic connections with Pi Beta Phi.
- Alpha Gamma Delta's Vice President of Scholarship oversees various scholarship programs within the chapter. The Scholarly Squirrels program groups sisters by major to help with academics. During exam periods, the chapter gets together to take a study break with food and coffee. Sisters that don't skip classes for a week get entered into the No Skippy Jar to win prizes. The Vice President of Scholarship also posts a weekly scholarship update to the chapter's Facebook page.
- The committee commends the chapter on reflection regarding events members participate in. The committee sees that there is intentionality behind what Alpha Gamma Delta does. The committee challenges the chapter to explore identities outside of their comfort zone.

#### **Chapter Development Question for 2017-2018:**

- **How can Alpha Gamma Delta continue to further develop intellect beyond academics?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Alpha Gamma Delta to be an **Accredited with Excellence Chapter**.

## Facilities Management

- Alpha Gamma Delta had no common damages for 2016-2017.
- Alpha Gamma Delta managed openings and closings with no issues.
- Alpha Gamma Delta passed life safety inspections and fire drills with zero violations.
- Alpha Gamma Delta has members involved in the Beekeeping Club. These members helped the chapter have a stronger understanding of sustainability and the environment. As a result, the chapter cut back on paper and plastic usage, improved recycling/waste audit results, and reduced shower times to conserve water.
- The chapter's Go-Green chair implemented structural changes in the chapter facility. These include the employment of reusable to-go containers and the rearrangement of all bins in the house to create a 1:1 recycling to trash ratio.
- The chapter's Go-Green chair held discussions with members on how they live and the impact on others. Conversations included the impact of the meat industry on the environment, which encouraged sisters to eat meatless on Mondays.
- Alpha Gamma Delta installed a kitchenette, new counters, new cabinets, and a sink during winter break. This allowed members to cook food for themselves on weekends, allowing for more eating options, which increased morale within the chapter.

### Chapter Development Question for 2017-2018:

- **How can Alpha Gamma Delta connect food waste to the new national philanthropy?**

In the area of **Facilities Management**, the Committee rated Alpha Gamma Delta to be an **Accredited with Excellence Chapter**.

## Overall Rating

**Overall, Alpha Gamma Delta has been rated an Accredited with Excellence chapter by the 2016-2017 Accreditation Committee.**

Alpha Gamma Delta continued to have a strong presence throughout this academic year. The chapter celebrated 40 years at Lehigh University and the chapter continued to engage alumnae through their alumnae weekend, and Alum Chums. The chapter continues to be a model chapter within the Panhellenic Community, championing the implementation of the new social policy, and being a chapter that has not violated this policy. Alpha Gamma Delta did have two conduct violations and were sanctioned to work with Alpha Phi to discuss hazing. The chapter addressed these violations and demonstrated that they have an understanding as to where the chapter went awry. The chapter should continue to make connections across various avenues similar to the work with the Beekeeping Club. Looking forward, the committee encourages the chapter to step up as a leader within the Greek community. The chapter has the tools, resources, and people to create change. The committee is impressed with Alpha Gamma Delta and is excited to see the work the chapter will do.

**The Accreditation committee assigns Alpha Gamma Delta an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!**

### **Chapter Development Questions**

- How can Alpha Gamma Delta leverage its leadership to influence the conversation regarding campus climate and high risk behavior?
- How can Alpha Gamma Delta continue to focus on transparency and understanding between executive board and general members?
- How can Alpha Gamma Delta think through opportunities for a comprehensive approach to fundraising, increasing awareness, and meaningful service as they transition into a new national philanthropy?
- How can Alpha Gamma Delta continue to further develop intellect beyond academics?
- How can Alpha Gamma Delta connect food waste to the new national philanthropy?

### **Best Practices**

- The chapter president has an open door policy in which members are able to discuss chapter or personal business. The open door policy was created for members who do not feel comfortable speaking during large chapter meetings. The committee identifies the open door policy as a best practice.