

ALPHA PHI

Accreditation Report
2016-2017

Leadership & Member Development

- Alpha Phi had a sister serve on the Panhellenic executive board as Vice President of External Recruitment for the 2016-2017 academic year.
- Alpha Phi has members participate in on-campus leadership opportunities such as Greek Emerging Leaders, Greek Allies, Orientation Leaders, and LeaderShape. These students return to the chapter to share lessons learned and engage members in conversations on how Alpha Phi can be part of the solution for campus climate issues.
- The chapter engages in experiences offered through International Headquarters such as the Biennial Alpha Phi Convention and the Mid-Atlantic Conference. Through convention, women had the chance to engage in ritual and ask questions to truly understand the purpose and practice. The entire executive board attended the conference where they interacted and learned from collegians from chapters across the northeast. The committee commends the chapter for participating in national opportunities.
- Alpha Phi followed through on feedback from last year's report and conducted the Myers-Briggs Type Indicator (MBTI) with the entire membership. Members were able to articulate an understanding of individual preferences and how those impact leadership styles. The committee commends the chapter on using this tool to improve team work.
- The chapter worked to re-engage seniors in leading the chapter by incorporating them into scholarship workshops. Seniors used personal experiences to facilitate professional development topics such as resume building, networking, and applying for internship and job opportunities. The committee encourages the chapter to expand upon these by consulting with the Center for Career and Professional Development.
- Alpha Phi members are involved in many organizations across campus including the Brown and White, Student Senate, Women in Business, and more. Chapter members successfully demonstrate how leaders transfer skills between leading the organization and other campus organizations. The committee commends the chapter on creating a revolving door environment for members to learn and contribute.
- The chapter facilitated open discussion amongst members related to an offensive, sexist text message that circulated around campus. An anonymous survey was sent out to engage members in decision making around how to move forward. The committee recommends that Alpha Phi continues exploring this topic to combat sexism within the fraternity and sorority community.

Chapter Development Question for 2017-2018:

- **How can Alpha Phi translate leadership skills to make change related to campus climate issues?**

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

Organizational Operations

- Alpha Phi updates chapter bylaws on an annual basis through a committee comprised of executive board leaders, a representative from each member class, and an advisor. In order to engage the entire membership in making edits, the chapter added a step in which members can submit suggestions or concerns.
- The chapter developed new executive board positions in order to centralize efforts related to campus climate issues. For example, the chapter established liaison roles for Greek Allies and the Women's Center. The committee commends the chapter on taking steps towards change and hopes these positions can work to infuse equity and inclusion throughout the organization.
- The chapter held a mock judicial board session to address the negative stigma surrounding judicial processes. This increased transparency and educated members that the process can act as an investigative tool in addition to being punitive. The committee considers this a best practice.
- Alpha Phi hosts a retreat for the entire chapter to set goals and formulate a plan to achieve those over the course of the year. The committee commends the chapter for providing this opportunity for all members to be engaged in decision making and fostering buy-in. The committee encourages the chapter to ensure all voices are heard in decision making, not just the loudest ones.
- The chapter encourages women to recognize and support one another through a couple of different avenues. "Sisters Sisters" is a structured time when members can give shout outs to each other for random acts of kindness. The chapter also continued the WatchCare initiative in which members receive notes of encouragement and de-stress opportunities during exam weeks.
- Alpha Phi increased transparency and collaboration through the use of the International Headquarters' tool, Basecamp. This project collaboration tool provides a space for members to communicate, brainstorm, outline tasks, schedule activities, and store files. The committee encourages the chapter to use this tool in the officer transition process as well.
- The chapter provides positive incentives through a points system. A member can earn points for adhering to and promoting chapter values. An example includes participating in Brown and White Fridays.
- The committee is concerned about the chapter's credibility with regards to holding members of Alpha Phi and the larger fraternity and sorority community accountable. The chapter spoke a lot about the need for accountability but experienced a few obstacles related to the behavior and poor decision making of a few members. The committee recommends that the chapter foster an environment where sisters feel comfortable holding each other accountable both proactively and responsively.
- 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 2017-2018:

- **How can the chapter re-build credibility across the campus community?**

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

Community Service & Engagement

- The chapter identified two goals related to service, one of which was to connect the national philanthropy to local opportunities. With Cardiac Care being Alpha Phi's national philanthropy, the chapter chose to participate in the American Heart Association Walk at Dorney Park. This event allowed Alpha Phi members to walk alongside community members while fundraising for the cause and promoting physical health and well-being.
- The chapter's second goal related to service was to develop a consistent partnership with the Bethlehem Public Library. Alternating weekly, the chapter facilitates both STEM workshops and reading buddy sessions at the library with elementary students in the Bethlehem community. The STEM workshops focus on topics such as electrical engineering, chemistry, and building blocks. The reading buddy sessions involve Alpha Phi members pairing up with students and reading available books for an hour at a time. The committee commends the chapter on developing this robust, meaningful partnership.
- Alpha Phi continued to host Cardiac Care Week, a week of programs and activities dedicated to raising awareness and funds for women's heart health. The chapter hosted yoga on the front lawn, led a 5x10 program on heart health, and held multiple fundraisers including Cardiac Arrest. The committee is impressed by how Alpha Phi continues to bring awareness in a relevant way to collegians. The committee considers this a best practice.
- The chapter collaborated with multiple organizations to host and participate in philanthropic events across campus. Events include Bubble Soccer, Dance Marathon, Phiesta Bowl, and Alpha Phi-fa.
- Alpha Phi was placed on Disciplinary Probation through May 31, 2017 after being found responsible for Respect for Others—hazing. Specifically, the chapter had new members wear baggy clothing and hair buns prior to initiation. The committee believes the chapter reflected on the incident and articulated the difference between the intent and the impact. However, the committee is concerned that Alpha Phi's understanding of hazing is largely at a policy level rather than a true comprehension of what it is and why it is harmful. The committee recommends that the chapter utilize campus resources and experts to further educate members on hazing behavior and prevention.
- Alpha Phi received an infraction for violating Panhellenic's Social Event policy. Specifically, the chapter put pressure on new members by expecting them to attend parties or provide an excuse for being absent. The committee is concerned about this behavior, especially due to the current campus climate related to alcohol intake.
- The chapter sends a newsletter to alumnae every semester to keep them up to date and engaged with the organization. Alpha Phi is looking to further develop alumnae relations in the coming academic year. The committee encourages the chapter to identify opportunities to engage alumnae in a more interactive manner.
- The chapter continued to host the successful Red Dress Gala. The committee was disappointed that Alpha Phi did not expand upon this part of the chapter's story. The committee encourages the chapter to reflect upon continued successes as much as new progress.

Chapter Development Question for 2017-2018:

- **How can Alpha Phi be more proactive in developing members' capacity for intervention and personal responsibility?**

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

Academic & Intellectual Advancement

- Alpha Phi was ranked fourth out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.41778, an increase of .00082 from the spring 2016 semester. The 3.41778 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi was ranked third out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.42, an increase of .00222 from the fall 2016 semester. The 3.42 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi's spring 2017 new member class GPA was 3.29 ranking first out of nine Panhellenic Sororities.
- Alpha Phi had 35.4% of the chapter on the Dean's List in the fall 2016 semester and 37.8% on the Dean's List in the spring 2017 semester.
- The chapter hosts multiple AOE events each semester aimed at enhancing the values of Alpha Phi. International Headquarters sets a certain requirement and the chapter utilizes internal and external resources to fulfill it. For example, the chapter cosponsored a visit from speaker TJ Sullivan to learn about member engagement and motivation.
- The chapter reserved time during weekly chapter meetings for hot topics. This time is set aside for open discussion to explore campus climate issues and the chapter's role in those issues. Members can submit topic suggestions beforehand to tailor it to people's interests.
- Alpha Phi facilitates five scholarship workshops related to the five foundations of bLUeprint each semester. For example, for professional growth and success, upper-class members provided advice and tips for interviews and resume building. The chapter increased the requirement for attendance so that each member must attend at least three of the five workshops. The committee considers this a best practice.
- The chapter works to connect members with academic mentors. A list of sisters by major is hung up in the facility library for reference. Additionally, the chapter creates academic big and little pairings for a more structured mentorship experience. The committee encourages the chapter to utilize MBTI to inform these matches.
- The chapter hosts Tea with a Phi to promote professional exploration. Members have the opportunity to invite a professor or staff member to this luncheon in order to create a space where people can build more intimate relationships and engage in developmental conversations. The committee commends the chapter on this networking initiative.
- Alpha Phi's faculty/staff advisor left the university. The committee recommends that the chapter identify a faculty or staff member based on a positive relationship or an area of improvement for the organization. The chapter can use this relationship to propel the organization forward and further develop best practices.
- The committee commends the chapter for the focus on mental health. Alpha Phi utilized different speakers and approaches to promote health and well-being. With mental health becoming an increased focus at colleges across the nation, the committee encourages the chapter to translate these efforts to promote health and well-being throughout the community.

Chapter Development Question for 2017-2018:

- **How can Alpha Phi build upon MBTI initiatives to foster a culture of creative curiosity beyond programming efforts?**

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

Facilities Management

- Alpha Phi had no common damages for 2016-2017.
- Alpha Phi managed openings and closings with no issues.
- Alpha Phi passed life safety inspections and fire drills with zero violations.
- The chapter consistently exceeds occupancy with 133% and 130% in the fall 2016 and spring 2017 semesters respectively.
- The chapter created a quiet space for members to have phone and Skype interviews. The committee commends this use of the facility to promote professional growth and success.
- Alpha Phi has been working with the Housing Corporation Board (HCB) and the Office of Residential Services to put plans in motion for future improvements to the facility. For example, the chapter is hoping to renovate the basement, paint, and deliver new furniture.
- The committee commends the chapter on green initiatives. The chapter composts nearly half a garbage can per day. Teams of two members are assigned time slots to separate trash and weigh the compost to make sure it is sorted appropriately. The committee considers this a best practice.
- Alpha Phi demonstrated a passion and energy for sustainability and green initiatives. The committee recommends that the chapter translate this passion to help educate other organizations in successful sustainable efforts.

Chapter Development Question for 2017-2018:

- **How can Alpha Phi continue to use the facility to promote the five foundations of bLUeprint?**

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

Overall Rating

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

Alpha Phi was intentional in setting and achieving goals. The committee commends the chapter for being receptive to feedback and making progress in recommended areas. Alpha Phi is positioning themselves as a strong leader in the fraternity and sorority community. In order to continue on this path, the committee needs to see Alpha Phi embrace the mistakes made this year and use it as an opportunity to learn and affect change. The chapter has the capacity and social capital to make a significant impact on campus if the membership is prepared to make potentially unpopular decisions. The committee is excited to see Alpha Phi continue this forward momentum.

The Accreditation committee assigns Alpha Phi 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 Phi translate leadership skills to make change related to campus climate issues?
- How can the chapter re-build credibility across the campus community?
- How can Alpha Phi be more proactive in developing members' capacity for intervention and personal responsibility?
- How can Alpha Phi build upon MBTI initiatives to foster a culture of creative curiosity beyond programming efforts?
- How can Alpha Phi continue to use the facility to promote the five foundations of bLUeprint?

Best Practices

- The chapter held a mock judicial board session to address the negative stigma surrounding judicial processes. This increased transparency and educated members that the process can act as an investigative tool in addition to being punitive. The committee considers this a best practice.
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