

GAMMA PHI BETA

Accreditation Report

2016-2017

Leadership & Member Development

- Gamma Phi Beta sent members of the executive board to International Headquarters' REAL (Responsible, Ethical, Authentic, and Lifelong) Leadership Conference. One member attended a workshop about embracing change that was later incorporated into a conversation with the chapter about the new Panhellenic Social Event Policy.
- The chapter members practice leadership in a variety of student clubs and organizations. One member served as the Vice President of Greek Relations for the 2016-2017 Panhellenic executive board. However, Gamma Phi Beta will be the only Panhellenic organization not represented on the 2017-2018 Panhellenic executive board.
- Gamma Phi Beta's new member education program incorporates multiple components including the five bLUeprint foundations for student success, International Headquarters' initiatives, and the chapters' values. The committee recommends the chapter reconsider the chapter's new member educator structure in which one member drafts the new member education program and another implements it.
- The chapter continued the use of the Crescent Values program as a leadership tool. The formal incorporation of Crescent Values involves integrating the chapter's values of love, labor, learning, and loyalty into chapter events such as PACE (Personal and Chapter Enrichment) sessions.
- The chapter executive board participated in an officer transition retreat facilitated by an International Headquarters' representative. During the retreat outgoing officers shared reflections of their term which helped to inform incoming officers' goal-setting. Additionally, the chapter implemented virtual officer notebooks through Google Docs that proved to be a success.
- Gamma Phi Beta sponsored a member to attend the LeaderShape Institute. Through this leadership development opportunity, the member learned the impact Greek life can and does have on the entire Lehigh community. She also developed a passion for better understanding the needs of the local community and began volunteering for the Lehigh Valley location of the United Way.
- The chapter held a sisterhood retreat at Trails End Camp in the fall and a hiking retreat in the spring. At both experiences, members participated in a variety of team-building activities that helped members reflect on leadership styles and chapter dynamics.
- The chapter continued hosting PACE sessions for members. There was a variety of topics including a study abroad panel, an internship panel, a Girls on the Run presentation, and a meditation activity. The committee notes members' lack of ability to reflect on meaningful experiences during sessions. As a result, the committee recommends the chapter further analyze feedback obtained through the survey to assess session effectiveness.

Chapter Development Question for 2017-2018:

- **How can Gamma Phi Beta incorporate effective leadership development opportunities for all members beyond mandates by International Headquarters?**

In the area of **Leadership & Member Development**, the Committee rated Gamma Phi Beta to be an **Accredited Chapter**.

Organizational Operations

- Gamma Phi Beta revamped the chapter's points system from a point reduction system to positive reinforcement system. Instead of deducting points for missing chapter events, members can receive points by completing community service hours, achieving good grades, etc. Members must reach a point threshold to attend chapter date parties and formals.
- The chapter implemented "Crescent Crush" as a result of attending a motivating the middle workshop at the REAL Leadership Conference. This program recognizes chapter member actions that align with the chapter's values including supporting a sister in need or getting involved in the local community.
- Gamma Phi Beta failed to meet a requirement in the fall semester that mandates 65% of second year students complete TIPS Training hosted by the Office of Fraternity and Sorority Affairs. The chapter was the only Panhellenic chapter not to full this requirement.
- The chapter participated in a bystander intervention training facilitated by an International Headquarters staff member. The workshop focused on when and how to intervene in dangerous alcohol-related situations. In addition, the chapter went over beneficial resources available on campus when intervening in alcohol-related situations.
- The chapter participated in a sexual misconduct workshop facilitated by an International Headquarters staff member. During this workshop members engaged in activities that broke down stereotypes that exist around sexuality, what constitutes sexual harassment and resources afforded to members both at Lehigh and nationally.
- Gamma Phi Beta utilizes a crisis communication plan. This plan outlines how the chapter would address the community and media platforms as the result of a crisis including specific statements, confidentiality and rumor control strategies, team roles, and interview tips. The chapter also requires new members to sign an Internet and Personal Dignity Contract which covers expectations of membership in regards to social media use. The committee considers this a best practice.
- The chapter achieved total during Panhellenic formal recruitment. However, the chapter received a recruitment infraction for bid promising; communicating to potential new members that "they couldn't wait to make things official." Additionally, Gamma Phi Beta did not follow through on all sanction requirements. The chapter hosted a sanctioned values-based recruitment workshop but did not have it approved or attended by a member of Panhellenic.
- The chapter's Financial Vice President has monthly phone calls with the chapter's financial advisor. In addition, the chapter presented an introductory financial obligations meeting with the new members. This was used to increase fiscal transparency and educate members on how to navigate the dues collection site.

Chapter Development Question for 2017-2018:

- **How can the chapter increase chapter accountability through the use of a standards board?**

In the area of **Organizational Operations**, the Committee rated Gamma Phi Beta to be an **Accredited Chapter**.

Community Service & Engagement

- Gamma Phi Beta received a Panhellenic infraction for violating the Panhellenic Social Event Policy by participating in events with an unrecognized organization. As a result, they are not permitted to partake in social events during the first week of the fall 2017 semester.
- The committee considers alumni engagement an area of concern for the chapter. Outside of limited engagement with alumni advisors, the chapter does not appear to incorporate alumni relations into chapter operations.
- The chapter had members take advantage of relationships made at LeaderShape and engage in the creative curiosity and collaborative connections bLUeprint foundations for student success by attending the new member presentation for Lambda Theta Alpha Latin Sorority, Inc.
- Gamma Phi Beta incorporates Restorative Practice concepts into Loyalty Circles. These groups serve as support networks within the sorority and offer members the opportunity to discuss various topics. The committee commends the chapter on Loyalty Circles and challenges the chapter to add more intentionality to the practice.
- The committee recommends Gamma Phi Beta develop chapter-coordinated service opportunities and consider integration of their national philanthropic partner into the chapter's service efforts.
- Gamma Phi Beta had zero conduct cases through the Office of Student Conduct and Community Expectations.
- The chapter hosted the Moon Ball Tournament, previously known as Crescent Classic, during the fall semester. The event involved both Greek and non-affiliated teams and all proceeds from team registration fees were donated to the chapter's national philanthropy, Girls on the Run. The committee as well as the regional coordinator recommend the chapter increase marketing/branding to ensure a sustainable philanthropy.
- Gamma Phi Beta collaborated with multiple fraternities on philanthropic efforts including Alpha Tau Omega's Buddy Bash and Theta Xi's De-Stress with Puppies event. The committee recommends the chapter take more ownership of philanthropic efforts and collaborate with groups outside of the Interfraternity Council.
- The committee recommends that Gamma Phi Beta take a more active role in dismantling and finding solutions for community-wide issues.

Chapter Development Question for 2017-2018:

- **How can Gamma Phi Beta coordinate South Bethlehem community service efforts that integrate the chapter's national philanthropy?**

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

Academic & Intellectual Advancement

- Gamma Phi Beta was ranked eighth out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.30924, an increase of .03115 from the spring 2016 semester. The 3.30924 GPA placed the chapter above the All Greek average.
- Gamma Phi Beta was ranked seventh out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.30, a decrease of .00924 from the fall 2016 semester. The 3.30 GPA placed the chapter above the All Greek average.

- Gamma Phi Beta's spring 2017 new member class GPA was 3.26 ranking third out of nine Panhellenic Sororities.
- Gamma Phi Beta had 39.2% of the chapter on the Dean's List in the fall 2016 semester and 26.2% on the Dean's List in the spring 2017 semester.
- The chapter planned an academic dinner with Sigma Chi hosted at Hotel Bethlehem. The dinner gives members the opportunity to discuss academic life and growth with faculty and another chapter on campus. The committee is pleased to hear the chapter engage with faculty outside of the classroom and recommends maximizing the potential of this event by inviting campus partners to participate as well.
- Gamma Phi Beta utilizes an "inTELlectual Sisters" campaign to promote open discussion and intellectual stimulation in chapter common spaces. Additionally this concept is carried into executive board meetings. All general members are welcome to attend executive board meetings in order to share concerns or opinions.
- The committee recommends the chapter think through professional development opportunities for members, specifically seniors. This could serve as an opportunity to engage alumnae as well.
- The chapter continues to use "Sisterhood Spotlight" and "A-Jar" to incentivize and celebrate academic success. "A-Jar" rewards members with prizes (i.e. gift cards to Saxby's, Gamma Phi Beta merchandise, and school supplies) while "Sisterhood Spotlight" showcases a member at each chapter meeting.
- Gamma Phi Beta continues to use a GPA and effort scale to assess academic performance. Each member is paired with a scholarship peer mentor based off of similar majors. Once a member is in poor academic standing, mentor communication becomes mandated. The committee recommends that the chapter provide formal training for academic mentors (i.e. Center for Academic Success).
- The chapter operates under a three-tier academic improvement plan. Members under a 2.65 GPA are placed on academic probation in the first semester, an additional social probation and mandatory check-in program in the second semester, and possible suspension from the chapter in the third semester.
- The committee notes the chapter's PACE sessions as a means of intellectual development as well. Members share conversation regarding areas of exploration including studying abroad, sexual health, bystander intervention, and campus involvement.

Chapter Development Question for 2017-2018:

- **How can the chapter incorporate all aspects of intellectual advancement into chapter programs including professional development?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Gamma Phi Beta to be an **Accredited Chapter**.

Facilities Management

- Gamma Phi Beta had no common damages for 2016-2017.
- Gamma Phi Beta managed openings and closings with no issues.
- Gamma Phi Beta passed life safety inspections and fire drills with zero violations.

- Gamma Phi Beta participated in an opportunity afforded by a collaboration between the Office of Fraternity and Sorority Affairs, the Pride Center, and Residential Services to convert all of the chapter's single-stall restrooms within the facility into gender-inclusive restrooms.
- The chapter has successfully met occupancy for both the fall and spring semesters.
- The committee recommends the chapter research and further integrates comprehensive green initiatives/sustainability efforts into facilities management.
- Gamma Phi Beta is currently working with the Office of Residential Services and chapter adviser to replace all of the chapter's patio furniture. Additionally there are plans to renovate the chapter dining area over the summer. The chapter purchased a new microwave, toaster, and washing machines.
- The chapter's previous chef retired on very short notice. As a result, Gamma Phi Beta hired Campus Cooks and now utilizes a phone application that allows the chapter to view upcoming meals, rate meals, and sign up for late plates.

Chapter Development Question for 2017-2018:

- **How can the chapter further develop efforts towards and incorporate green initiatives and sustainability?**

In the area of **Facilities Management**, the Committee rated Gamma Phi Beta to be an **Accredited Chapter**.

Overall Rating

Overall, Gamma Phi Beta has been rated an Accredited chapter by the 2016-2017 Accreditation Committee.

Gamma Phi Beta completed what the chapter needed to be considered an Accredited chapter. However, the committee feels the chapter is only meeting minimum requirements rather than challenging themselves to improve each year. Gamma Phi Beta has staple initiatives (i.e. PACE, Moon Ball, and Loyalty Circles) that could serve as best practices for the community if the chapter put the work in to firm up these efforts. The committee notes that community service and engagement could use significant improvement. The chapter should be pleased with their successes while also thinking through shifting priorities to reach the Accredited with Excellence level that the committee believes is within reach.

The Accreditation committee assigns Gamma Phi Beta an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is fully successful in all metrics and is an active contributor to the Greek and Lehigh communities.

Chapter Development Questions

- How can Gamma Phi Beta incorporate effective leadership development opportunities for all members beyond mandates by International Headquarters?
- How can the chapter increase chapter accountability through the use of a standards board?
- How can Gamma Phi Beta coordinate South Bethlehem community service efforts that integrate the chapter's national philanthropy?
- How can the chapter incorporate all aspects of intellectual advancement into chapter programs including professional development?

- How can the chapter further develop efforts towards and incorporate green initiatives and sustainability?

Best Practices

- Gamma Phi Beta utilizes a crisis communication plan. This plan outlines how the chapter would address the community and media platforms as the result of a crisis including specific statements, confidentiality and rumor control strategies, team roles, and interview tips. The chapter also requires new members to sign an Internet and Personal Dignity Contract which covers expectations of membership in regards to social media use. The committee considers this a best practice.