

## LAMBDA THETA ALPHA

Accreditation Report

2016-2017

### Leadership & Member Development

- Lambda Theta Alpha practices leadership within the chapter as well as at the council level. Kristen Mejia served as the President and Alejandra Silguero served as the Social Media Chair of the 2016-2017 Cultural Greek Council (CGC). One of the newer members will serve as the 2017-2018 CGC Secretary.
- The chapter takes advantage of leadership development opportunities outside of the chapter. One sister attended the Undergraduate Interfraternity Institute (UIFI). Through this experience she reflected on the privilege associated with being Greek and how she can use her voice for the betterment of the community.
- Lambda Theta Alpha regularly participates in regional or Pennsylvania Area One (PAA1), meetings. Attendees discuss area-wide information, provide chapter updates, and participate in community service. Members were able to partake in the St. Jude's Walk at the Philadelphia Zoo.
- Lambda Theta Alpha participates in national programming hosted by the chapter's Board of Directors including National Convention and orientee conferences. Two members will be attending National Convention this summer in Anaheim, California to celebrate sisterhood, participate in professional and personal development, and engage in philanthropic efforts.
- The committee commends the chapter for strong involvement on campus despite chapter size. Lambda Theta Alpha chapter members participate in groups such as Rapidly Accelerated Research Experience (RARE), Black Student Union, Latino Student Alliance, Marching 97, and Engineers without Borders.
- Lambda Theta Alpha conducted new member orientation in the spring semester thus reaching its goal of holding orientation at least once an academic year. The chapter closely followed the new member education program provided by the National Board of Directors.
- The chapter's president, Kristen Mejia, received multiple recognitions including the James J. Duane III Student Life Leadership Award, University Service Award, and Fraternity and Sorority Inclusive Leadership Award for her commitment to service to the community and social justice.
- The committee is impressed with chapter's ability to reflect on learnings from campus and chapter programming as well as connect these experiences to personal growth. Members showed a strong understanding of the intersectionality of identities (i.e. gender, Greek-affiliation, race and ethnicity) that inform decision-making for programs.

### Chapter Development Question for 2017-2018:

- **How can Lambda Theta Alpha further anticipate and plan for leadership turnover?**

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

### Organizational Operations

- Lambda Theta Alpha struggles with budget management. It is common for the chapter to neglect to submit receipts for reimbursement or request reimbursements that would leave the chapter in a deficit. The committee recommends the chapter develop a more comprehensive system to track finances.
- Lambda Theta Alpha hosted three informationals for non-affiliated women interesting in joining the chapter. One of the informationals was an "Open Espresso" in which the chapter explicitly stated expectations of new members. The committee commends the chapter on transparency of expectations and considers the "Open Espresso" a best practice.
- The chapter successfully initiated three women. This serves as the first new member class in two years. The committee applauds the chapter for sustaining membership and challenges Lambda Theta Alpha to be more proactive in building membership.
- Lambda Theta Alpha participated in a chapter retreat at the beginning of the spring semester. The chapter used this time to develop member expectations for the semester, create a strategic plan for Accreditation, and provide officer reports.
- The chapter has difficulty following University processes (i.e. Student Opportunity Fund applications and LINC event planning forms). The committee recommends the chapter incorporate knowledge of these processes into chapter retreats and officer transitions.
- Lambda Theta Alpha conducts weekly meetings in order to discuss chapter challenges, progress on programmatic efforts, and to set short-term goals. Occasionally the chapter uses this time to connect with University administration. These meetings are open to alumni.
- The chapter utilizes a Google Drive that continues to be highly organized and contains documents dating back to the founding of the organization. The committee commends the chapter for its record keeping and also recommends developing a more formal means to transition.

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

- **How can the chapter create more structure and chapter protocol around organizational operations?**

In the area of **Organizational Operations**, the Committee rated Lambda Theta Alpha to be an **Accredited Chapter**.

#### **Community Service & Engagement**

- Lambda Theta Alpha is active within the Cultural Greek Council. The chapter participates in council-wide initiatives including the Cultural Greek Council Week and Yard Shows as well as volunteers for fellow groups' events such as Mu Sigma Upsilon's To Write Love on Her Arms and Sigma Gamma Rho's Benefit for Babies.
- The chapter collaborated with multiple campus organizations to coordinate relief support for Hurricane Matthew survivors. The committee commends the chapter for being in tune with current events and responding appropriately to community needs.
- The chapter hosted a Meet the Lambda Ladies week that included a Keep the Goose Open Late philanthropy to donate to survivors of sexual violence, volunteering at the Hispanic Center, and a chapter anniversary cake cutting. The chapter used this week to introduce their membership as well as share their culture and traditions.

- Lambda Theta Alpha hosted the Bandana Project in light of the chapter's local philanthropy of sexual violence awareness. The chapter sold bandanas that could be decorated and then worn in solidarity of migrant farm-working women often at risk of sexual assault.
- The chapter held Mr. Burgundy and Gray for the second year in a row. The contestants included men representing various campus groups that discussed the concept of a universal woman, competed in a talent competition, and participated in a Q&A round. Lambda Theta Alpha raised \$525 for their national philanthropy, St. Jude Children's Research Hospital. The committee considers this a best practice.
- Lambda Theta Alpha had zero conduct cases through the Office of Student Conduct and Community Expectations.
- Lambda Theta Alpha leverages co-sponsorships and partnerships well within the Cultural Greek Council. However, the committee challenges the chapter to further develop meaningful partnerships with Panhellenic and Interfraternity Council organizations rather than monetary sponsorships.
- The chapter collaborated with multiple groups including Spanish Club, Society of Hispanic Engineers, and Latino Student Alliance to coordinate Latinx Fiesta. This event served as a fun and interactive way to share various cultures and customs with the Lehigh student body.

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

- **How can Lambda Theta Alpha continue to explore meaningful partnerships with other groups to allow for friendships, productivity, etc.?**

In the area of **Community Service & Engagement**, the Committee rated Lambda Theta Alpha to be an **Accredited with Excellence Chapter**.

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

- Lambda Theta Alpha was ranked first out of three Cultural Greek Council sorority chapters in the fall 2016 semester with a GPA of 3.18, an increase of .062 from the spring 2016 semester. The 3.18 placed the chapter below the All Sorority and All Greek average.
- Lambda Theta Alpha was ranked first out of three Cultural Greek Council sorority chapters in the spring 2017 semester with a GPA of 3.41, an increase of .023 from the fall 2016 semester. The 3.41 placed the chapter above the All Sorority and All Greek average.
- Lambda Theta Alpha's spring 2017 new member class GPA was 3.05 ranking first out of two Cultural Greek Council sorority chapters.
- Lambda Theta Alpha had 33.3% of the chapter on the Dean's List in the fall 2016 semester and 66.7% on the Dean's List in the spring 2017 semester.
- The chapter's efforts in terms of professional growth and success are very individualized. While the committee appreciates the chapter's ability to promote individuality, the committee recommends more chapter centralized efforts in this area.
- The chapter sustained their relationship with Rita Jones, Director of the Center for Gender Equity, as a faculty advisor for nine years. As a result, Lambda Theta Alpha coordinates events regularly with the Center for Gender Equity. The committee commends the chapter on sustaining this working relationship.
- The committee recommends the chapter more formally connect members not meeting academic requirements to campus resources (i.e. Center for Academic Success).

Additionally the committee challenges the chapter to think through chapter-specific academic accountability measures to prevent members going inactive for a semester.

- Lambda Theta Alpha hosted a “Latinx, Hispanic, Spanish...What's the Difference” talk to explain the differences in these terms/cultures to the Lehigh community as well as share members' identities. The conversation centered on the Identity Development bLUeprint foundation and allowed members to reclaim the concept of labeling.
- Lambda Theta Alpha coordinated a meditation event in conjunction with the worldwide event on International Women's Day. The chapter shared a forty minute meditation video with attendees and then discussed grounding techniques. The committee commends the chapter for focusing on self-care and promoting mental health.
- The chapter appears to have loss progress in previously formalized efforts such as required professor meetings, academic contracts, and academic action plans for members below a 2.6 GPA. The committee recommends the chapter reaffirm these efforts to share with new members.
- The chapter hosts weekly open study hours for the Lehigh community, particularly interested women, in Linderman Library to promote academic achievement. The committee considers this a best practice.

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

- **How can Lambda Theta Alpha develop accountability measures as well as incentives for scholastic achievement?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Lambda Theta Alpha to be an **Accredited Chapter**.

#### **Overall Rating**

**Overall, Lambda Theta Alpha has been rated an Accredited chapter by the 2016-2017 Accreditation Committee.**

Lambda Theta Alpha is celebrating nine years on campus and proves to be a leading force in the Cultural Greek Council. The committee applauds the chapter on initiating a new member class and is pleased to see the chapter continue to do great work. The committee recommends that as the chapter hits the ten year mark, Lambda Theta Alpha should think strategically about what the next five or ten years might look like. In order to move the chapter forward, emphasis should be placed on developing equally beneficial partnerships with other Greek organizations as well as incorporating learning opportunities about University processes. The committee looks forward to witnessing the next phase of Lambda Theta Alpha's legacy at Lehigh.

**The Accreditation committee assigns Lambda Theta Alpha 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 Lambda Theta Alpha further anticipate and plan for leadership turnover?
- How can the chapter create more structure and chapter protocol around organizational operations?
- How can Lambda Theta Alpha continue to explore meaningful partnerships with other groups to allow for friendships, productivity, etc.?

- How can Lambda Theta Alpha develop accountability measures as well as incentives for scholastic achievement?

### **Best Practices**

- Lambda Theta Alpha hosted three informationals for non-affiliated women interesting in joining the chapter. One of the informationals was an "Open Espresso" in which the chapter explicitly stated expectations of new members. The committee commends the chapter on transparency of expectations and considers the "Open Espresso" a best practice.
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