

PI BETA PHI

Accreditation Report
2016-2017

Leadership & Member Development

- Pi Beta Phi members participate in leadership development opportunities provided by both Headquarters and Lehigh. One sister attended both LeaderShape and the Association of Fraternal Leadership and Values annual conference. Through these experiences she developed an understanding of how to be a change agent for the community.
- The chapter has history of strong representation on the Panhellenic executive board. One sister served as the 2016-2017 Vice President of Judicial. Pi Beta Phi will have two members serve on the 2017-2018 executive board as Vice President of Campus Relations and Vice President of Greek Relations.
- The chapter sent one member to the Association of Fraternal Leadership and Values annual conference who also serves as the Coordinator for Greek Emerging Leaders (GEM) program.
- The chapter prides itself on members that are heavily involved on campus. Collectively members are involved in over 100 clubs and organizations across campus with a majority in at least two other groups. Additionally nearly 50% of Pi Beta Phi sisters currently hold a leadership position on campus outside of the chapter.
- Pi Beta Phi is intentional about keeping senior members engaged. Every Sunday at chapter a senior of the week is announced. The senior can be recognized for a variety of positive contributions to the chapter including heavy participation in philanthropy, leading chapter discussions and showing a wealth of support for other members. The senior of the week is rewarded with a freshly baked treat. The chapter also hosts an annual dinner to recognize the work of the graduating seniors. The committee considers this a best practice.
- The chapter focuses on sisterhood morale through the coordination of a Sisters Only Chair. This role is responsible for planning programs such as a DIY spa night, movie night, etc. This provides sisters the chance to get to know each other better and relax. Occasionally the chapter hosts these events in collaboration with other Panhellenic organizations as well.
- Pi Beta Phi took full advantage of the presidential election season. Members of the chapter led discussions about the election during chapter meetings. Additionally, a member supplied the entire chapter with voter registration forms and instructed members how to change their voting location if need be. The committee commends the chapter for their presence and participation in current events.
- Pi Beta Phi has a strong new member education program that incorporates campus resources, collaborations with other Greek organizations, bLUeprint foundations and components of their National Headquarters "Leading with Values" program. Emphasis is also placed on bonding as a chapter during this time through the use of signature events (i.e. murder mystery party), Beta Buddies and Guardian Angels which serve as sophomore and junior member mentors respectively.
- The chapter recognizes mental health is a pressing issue on Lehigh's campus. As a result, Pi Beta Phi partnered with Lehigh's Counseling and Psychological Services to host a workshop to discuss chapter influence on mental health, healthy foods and self-care. Additionally the chapter focused their Leadership with Values seminars around topics such as depression, anxiety and positive body image.
- The chapter continued to initiate chapter officer transitions in the fall semester to allow for a more thorough and comprehensive transition period. The chapter leadership participated in

an officer retreat at the home of an Alumni Advisory Committee member to discuss chapter goals and challenges. The chapter was also able to adapt and maintain communication with multiple stakeholders as they operated under an interim president due to unforeseen circumstances.

Chapter Development Question for 2017-2018:

- **How is Pi Beta Phi integrating member development for all members outside of mandated initiatives by Headquarters?**

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

Organizational Operations

- Pi Beta Phi received an infraction for violating the strict silence period during Panhellenic formal recruitment. The chapter worked proactively to determine responsibility by utilizing an anonymous survey to report if any member took part in the violation. Consequently the chapter accepted responsibility for the violation and completed all subsequent sanctions.
- Pi Beta Phi's Vice President of Finance designed a presentation explaining the breakdown of each member's dues. Chapter members are able to learn about how their money is allocated. Additionally a similar presentation is provided to new members to explain the need for dues. The committee commends the chapter for their fiscal responsibility and transparency.
- The chapter has revamped their budgeting model and placed more of an emphasis to build up reserves that were diminished in losses incurred a couple of years ago.
- Pi Beta Phi maintained social media presence through the use of Facebook, Instagram and Tumblr. Through this presence they have been able to stay actively engaged with parents, alumnae, other chapters and potential new members. The chapter has sustained these efforts through utilization of a marketing and communication committee.
- The chapter continued implementation of the "Beta Box", an anonymous online survey that allows members to voice advice and concerns for the chapter. A major theme from this year's feedback was that members were feeling overprogrammed. The committee considers the "Beta Box" a best practice and commends the chapter for continually seeking feedback from members to better the overall chapter experience.
- The chapter follows protocol for all event planning and risk management provided by National Headquarters. Additionally the chapter holds numerous risk management meetings throughout the year including one the week of every scheduled date party or formal. Emphasis at these meetings is placed on members' responsibility for themselves as well as dates. Any behavior at social events uncharacteristic of Pi Beta Phi's values results in a member being sent to the chapter's policy and standards board.
- The committee commends the chapter for the Angel on Duty program and believes it is an effective risk management tool to promote facility upkeep and members' safety. This program coordinates an on-call emergency contact rotation. During a members' shift they are responsible for facility walk-throughs, kitchen clean-up and security checks.
- The chapter continued a revamped committee structure to spread out leadership development opportunities. New members are highly encouraged to serve on chapter

committees once initiated in order to develop leadership skills such as time management and problem-solving skills necessary for chapter officer roles.

Chapter Development Question for 2017-2018:

- **How is Pi Beta Phi reviewing and revising chapter bylaws to reflect progress made by the chapter?**

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

Community Service & Engagement

- Pi Beta Phi requires that every member complete eight hours of community service per semester. The chapter diversifies their efforts through community partners including St. Luke's Hospital, the Boys and Girls Club, animal shelters and food banks. Any member that obtains hours outside the mandated eight receives house points.
- The chapter received a Panhellenic infraction for violating the Panhellenic Social Event Policy by having members sign out with an excuse if they could not attend social events. The chapter cooperated with the Panhellenic judicial process and will not be able to participate in social events during the first week of the fall 2017 semester.
- The committee commends the chapter on fostering sisterhood at various levels; collaborating with other Lehigh Panhellenic organizations and local Pi Beta Phi chapters. Pi Beta Phi planned a brunch to celebrate Headquarters' 150th year and invited the Lafayette chapter and alumnae to attend as well. Additionally the chapter is in the process of coordinating a recruitment workshop with the Villanova chapter.
- Pi Beta Phi participates in a variety of philanthropic efforts including snack bags for local Bethlehem schools, Dance Marathon, Adopt a Family, Relay for Life, Pi Day in the fall semester and Pi Phi Gives You Wings in the spring semester.
- The committee recommends that in addition to the chapter's philanthropic efforts, Pi Beta Phi play a more active service role as a chapter in the local Bethlehem community. Bethlehem school students on average are not reading at grade level which provides Pi Beta Phi the perfect opportunity to provide hands-on service applicable to their national philanthropy focused around literacy.
- The chapter had a newer member cited in her residence hall and transported to the hospital due to overconsumption of alcohol. This was one of four major "close calls" that triggered a response from the President's Office. The member went through the chapter's policy and standards board and was placed on probation. The chapter has been working to address the underlying issues through coordination of a workshop by Lehigh's Peer Health Advisers as well as a presentation by the Lehigh University Police Department.
- Pi Beta Phi invited parents and families to campus for both parent's weekend and a parent's BBQ. During parent's weekend, the chapter hosted a dinner specifically for parents and families of new members to discuss the operations and opportunities of the chapter.
- The chapter works collaboratively with alumnae through the utilization of the Alumnae Advisory Committee (AAC). They have incorporated AAC into major areas of the chapter such as officer transitions, formal recruitment and the chapter's policy and standards board. Additionally the chapter maintains relationship with alumnae by hosting a brunch the Sunday after the Lehigh v. Lafayette rivalry game.

Chapter Development Question for 2017-2018:

- **How can Pi Beta Phi develop chapter efforts towards service in the South Bethlehem community?**

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

Academic & Intellectual Advancement

- Pi Beta Phi was ranked sixth out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.35048, a decrease of .03833 from the spring 2016 semester. The 3.35048 GPA placed the chapter above the All Greek average.
- Pi Beta Phi was ranked fifth out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.35, a decrease of .00048 from the fall 2016 semester. The 3.35 GPA placed the chapter above the All Sorority and All Greek average.
- Pi Beta Phi's spring 2017 new member class GPA was 3.12 ranking seventh out of nine Panhellenic Sororities.
- Pi Beta Phi had 33.7% of the chapter on the Dean's List in the fall 2016 semester and 37% on the Dean's List in the spring 2017 semester.
- The chapter hosted the second annual Pie with Pi Phi inviting President Simon, various deans, and faculty and staff members to the house to build relationships with members of Pi Beta Phi. After the event, faculty reported feeling incredibly valued and enjoyed the opportunity to bond with chapter members outside of the classroom. The committee considers this a best practice.
- The chapter's Vice President of Member Development organized a congratulatory dinner for all chapter members who acquired a GPA of 3.80 or higher during the fall semester. They were treated to The Melting Pot in North Bethlehem for their scholastic achievements.
- The chapter continued both the "Smart Cookie Jar" and "Caffeine Queen" positive academic incentive initiatives. These initiatives allow members to submit good grades or nominate fellow sisters that serve as role model in terms of academics. Winners can receive gift certificates to both Vegan Treats and Dunkin Donuts.
- The committee feels there is a lack of transparency between the minimum academic requirements and the chapter's Academic Supervision model. The committee recommends that the chapter work with the AAC to firm up these expectations and share the interventions and support available with chapter.
- Pi Beta Phi invited an alumna from a different chapter to campus for a workshop about internship and job searches. She also discussed cover letter and resume building tips. Pi Beta Phi invited the Lafayette chapter to benefit from this workshop as well.
- The chapter revamped the Angel Advisors academic mentor program to be a dual approach system. New members were matched with an upperclassman with the same major and provided a list of all chapter members with that major. The committee challenges the chapter to think through more formal training of mentors (i.e. Center for Academic Success) rather than mentorship by major choice.

Chapter Development Question for 2017-2018:

- **How can Pi Beta Phi create more structure in the chapter's academic plan - including support for members needing improvement?**

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

Facilities Management

- Pi Beta Phi had no common damages for 2016-2017.
- Pi Beta Phi managed openings and closings with no issues.
- Pi Beta Phi passed life safety inspections and fire drills with zero violations.
- The chapter successfully met occupancy for the both the fall and spring semesters.
- Pi Beta Phi had a minor incident in which the facility fire alarm was triggered due to the chapter steaming sheets in preparation of initiation. The committee recommends the chapter be proactive in preventing this from happening in future years.
- The chapter continues to have members involved in the eco-reps program. These members attend campus programs and share information during chapter meetings such as proper use of recycle bins and what can and cannot be recycled.
- Pi Beta Phi built a strong working relationship with the chapter's Assistant Director from the Office of Residential Services, Brooke Clayton.
- The committee acknowledges that while the chapter's Angel on Duty program is an excellent risk management tool, it also serves as an admirable process to promote chapter facility upkeep.

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 Pi Beta Phi to be an **Accredited with Excellence Chapter**.

Overall Rating

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

Pi Beta Phi remains vigilant in their efforts of leading by example within the Panhellenic and greater community. With Pi Beta Phi as the sole Panhellenic organization with two consecutive accredited with excellence level years, the committee challenges the chapter to think through their role of being a change agent. The chapter excels at leadership development and collaborating with other organizations and now is the time more than ever to connect those areas. The committee pushes the chapter to continue to branch out in growth and leadership to push forward and remain a chapter demonstrating excellence.

The Accreditation committee assigns Pi Beta 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 is Pi Beta Phi integrating member development for all members outside of mandated initiatives by Headquarters?
- How is Pi Beta Phi reviewing and revising chapter bylaws to reflect progress made by the chapter?
- How can Pi Beta Phi develop chapter efforts towards service in the South Bethlehem community?
- How can Pi Beta Phi create more structure in the chapter's academic plan - including support for members needing improvement?
- How can the chapter further develop efforts towards and incorporate green initiatives and sustainability?

Best Practices

- Pi Beta Phi is intentional about keeping senior members engaged. Every Sunday at chapter a senior of the week is announced. The senior can be recognized for a variety of positive contributions to the chapter including heavy participation in philanthropy, leading chapter discussions and showing a wealth of support for other members. The senior of the week is rewarded with a freshly baked treat. The chapter also hosts an annual dinner to recognize the work of the graduating seniors. The committee considers this a best practice.
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