

**ZETA TAU ALPHA**  
Accreditation Report  
2016-2017

**Leadership & Member Development**

- Zeta Tau Alpha received the Excellence in Leadership award at the annual Pennsylvania/West Virginia Zeta Day Convention for incorporating values in leadership, maintaining chapter participation and fostering leadership in the campus community.
- Zeta Tau Alpha had two members recognized during the Lehigh Fraternity and Sorority Leadership Awards. Brielle Gemberling received the President of the Year award and Molly Bankuti received the Greek Leader of the Year award. In addition Molly is the incoming President of the Panhellenic Council.
- Zeta Tau Alpha's members hold campus leadership positions and membership as Gryphons, Orientation Leaders, Camp Hawk Counselors, Community Service Office staff and much more. The chapter offers members the chance at chapter meetings to bring back conversations they found meaningful in other campus involvement.
- The chapter recognizes a "Sister of the Week" to reward sisters who go above and beyond in showing leadership and exemplifying their chapter's values. Additionally the chapter uses "Berry Bucks" which allows members to buy Zeta Tau Alpha prizes.
- Zeta Tau Alpha has chapter members get involved in various leadership development opportunities outside of the chapter or traditional leadership positions such as LeaderShape and Greek Emerging Leaders (GEM) program. Through GEM, one member learned the value in being both truthful and vulnerable in order to discover solutions to controversial issues on campus.
- The chapter had multiple members attend Zeta Tau Alpha's National Convention in Phoenix, Arizona. There they learned about the newly updated new member education program, brainstormed new ways to fundraise for Think Pink Week and received the Crown Chapter award which honors chapters for excellence in all chapter operations.
- The chapter provides each new member with an individual goal-setting sheet in order to help new members personalize goals for themselves to accomplish throughout the semester. This stems from reframing the new member education experience around making new members better individuals rather than solely focusing on acclimating to the chapter.
- Zeta Tau Alpha had an executive council retreat for the new executive board that was hosted by their Zeta General Advisor. During this retreat the executive board took the StrengthsQuest assessment in order to reflect on their strengths as a team and how to best operate as an executive board.
- The chapter makes sure to take the time to have fun with each other through sisterhood events. Some of the events of this year were chapter retreats, apple-picking, lunchtime crafting, holiday parties, SkyZone, roller-skating and just attending events on campus that other sisters were involved in or passionate about.

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

- **How can the chapter place more emphasis on member development for older members in addition to the newest members and chapter officers?**

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

### **Organizational Operations**

- Zeta Tau Alpha was recognized at their National Convention for maintaining quota and total during formal recruitment. The chapter also did not incur any recruitment infractions.
- The chapter invited Officer Devry from the Lehigh University Police Department (LUPD) to the house on several occasions to share the resources provided by LUPD as well as how to be a responsible citizen in the Bethlehem community.
- The chapter continued to improve their sober monitor policy for date parties and formals. For each event, 12-15 members are designated as sober monitors including the President, Risk Manager and Director of Social Events. In addition, all event attendees are required to check in at the house one hour before the event.
- Zeta Tau Alpha also considers hazing prevention to be a huge part of risk management. The chapter did an anti-hazing program with the new members to identify various forms of hazing and its negative impact. The chapter also had members participate in a lunch discussion during Hazing Prevention Week hosted by the Office of Fraternity and Sorority Affairs about healthy alternatives to hazing.
- The chapter frames their judicial process as a means to facilitate a conversation with a member to find out why she is having trouble meeting chapter expectations rather than a punishment or trial. It is viewed as system of support for the chapter.
- The chapter has taken a new approach to executive committee meetings. All announcements, such as upcoming events, are put in the chapter minutes and are only read before the meeting. This allows the meeting time to focus on thorough conversations around risk policies, creating a bylaws selection committee and developing programs to reduce stigma towards mental health. This model is applied to chapter meetings as well.
- Zeta Tau Alpha uses their Google calendar efficiently. All chapter events and programs are listed and mandatory events as well as heavy-weighted point events must be listed on the calendar at least two weeks in advance.
- The chapter selected a committee of general members to update bylaws through a formal application process. This committee ensured that all bylaws reflected the current practices of the chapter now that they have been on campus for six years. Zeta Tau Alpha revamped their chapter points incentive system. One of the main reasons for this was to increase attendance at chapter meetings. With the new system, weekly attendance increased from about 55% of members to 85% of members in attendance.

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

- **How can Zeta Tau Alpha use existing Lehigh resources to better educate their members on risk management in order to better prepare them as sober monitors?**

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

### **Community Service & Engagement**

- Zeta Tau Alpha was recognized at the Lehigh Fraternity and Sorority Leadership Awards for Outstanding Philanthropic Effort for the chapter's comprehensive approach to breast cancer

awareness and education to both the Lehigh and South Bethlehem communities through multiple philanthropic events.

- The chapter prides itself on supporting other organizations and groups on campus by attending their events including, but not limited to, Choir's "Raise Your Voice", Lehigh athletic games, Women's Center programs, CGC Yard Shows, Kappa Delta's "Sham-Rock 'n' Roll" and Sigma Chi's Derby Days.
- The chapter actively looked to partner with other chapters and campus organizations for their Think Pink philanthropy events which focused on fundraising for Breast Cancer Education and Awareness. This year the chapter collaborated with both men and women's volleyball and basketball teams in addition to their usual "Pink Out" football games.
- Zeta Tau Alpha had zero conduct cases through both the Office of Student Conduct and Community Expectations as well as the Panhellenic judicial board.
- Zeta Tau Alpha invited Panhellenic women on campus to participate in a "Brighten Up" workshop hosted by their national partner, Bright Pink. The workshop focused on educating women about personal breast and ovarian health and how to identify risk factors.
- The chapter mandates that each member acquire at least six hours of community service each semester. The service chairperson works to schedule weekly service opportunities for members with community partners including the Unitarian Universalist Church Men's Homeless Shelter, the local Boys and Girls Club, and New Bethany Ministries. The chapter members collectively completed over 1300 hours of community service just in the fall semester alone.
- Zeta Tau Alpha had the opportunity this fall to participate in the Community Service Office's Poverty Simulation experience with Phi Sigma Kappa. Through this experience, the chapter gained a new perspective on the importance of offering help to the less fortunate. The chapter also invited the Director of the Community Service Office to the house to talk about the needs of the local community. The committee considers this a best practice.
- Zeta Tau Alpha is still a relatively newer chapter with limited alumnae. However, each semester the chapter sends all graduated sisters a newsletter to update them on the activities of the chapter at Lehigh. The committee recommends that the chapter start thinking now about what more alumnae engagement might look like once more sisters graduate.

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

- **How does the chapter plan to maintain such strong relationships with both campus and community partners now that some important connections are transitioning out of their officer roles?**

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

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

- Zeta Tau Alpha was ranked ninth out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.24862, an increase of .01416 from the spring 2016 semester. The 3.24862 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha was ranked eighth out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.24, a decrease of .00862 from the fall 2016 semester. The 3.24 GPA placed the chapter above the All Greek average.

- Zeta Tau Alpha's fall 2016 new member class GPA was 3.166 ranking first out of two Panhellenic sorority chapters. The new member class GPA was 3.27 for spring 2017 ranking second out of nine Panhellenic Sororities.
- Zeta Tau Alpha had 28.4% of the chapter on the Dean's List in the fall 2016 semester and 19% on the Dean's List in the spring 2017 semester.
- Zeta Tau Alpha put "Smart Cookies" back into effect for positive encouragement while also implementing the "Brag Board" where sisters can put an outstanding test grade or essay onto a board to share their success with the chapter.
- The chapter reserved spaces on campus and ordered pizza to encourage women to attend study hours. The committee challenges Zeta Tau Alpha to think through the effectiveness of study hours for some majors.
- The chapter holds members accountable to an academic probation program if any member falls below a 2.5 GPA. The Director of Academic Achievement sets up individual meetings with these members to track their progress throughout the semester.
- Zeta Tau Alpha in partnership with Pi Beta Phi participated in an interview workshop that was hosted by the Career Center. The chapter also offers professional development "Tips and Tricks" at chapter meetings which include how to approach interviews with confidence, how to dress for success and more.
- The committee recommends the chapter think through intellectual development opportunities outside of scholastic achievement (i.e. engagement in fine arts and current events).
- The chapter pairs younger members of the chapter with an academic mentor and academic "family" comprised of older members with the same major or college. The committee recommends the chapter utilize campus resources to more formally train their academic mentors.
- Zeta Tau Alpha participates in a series of online workshops implemented by International Office known as "Z-Learning". This series is specifically geared towards individualized academic achievement focusing on skills such as time management, stress management and professional development.
- The chapter utilizes Andrea Barker, Assistant Director of Student Activities, as a faculty advisor. Zeta Tau Alpha worked closely with Andrea on the planning and coordination of the Think Pink philanthropy.

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

- **How can the chapter expand the notion of academic and intellectual advancement beyond that of grade performance?**

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

#### **Facilities Management**

- Zeta Tau Alpha had no common damages for 2016-2017.
- Zeta Tau Alpha managed openings and closings with no issues.
- Zeta Tau Alpha passed life safety inspections and fire drills with zero violations.

- The chapter operates on a cleaning schedule/chore rotation including wiping the tables, cleaning kitchen equipment, putting away dishes and restocking food. Every Sunday and Wednesday a different sister is assigned to a chore.
- The chapter has successfully met occupancy for the both the fall and spring semesters.
- Zeta Tau Alpha 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 their facility into gender-inclusive restrooms.
- The chapter is making strides to become more sustainable. During weekly Eco-Reps meetings, the chapter's Eco-Rep learns about various aspects of sustainability such as conscious consumerism and Recycle-mania that they then share during chapter meetings.
- The chapter composts all of their Keurig cups, grounds and filters. This is done by the chapter's composting team. The chapter is also one of the only chapters to utilize their own composter.

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

- **With such a strong commitment to sustainability, how can Zeta Tau Alpha share their sustainability efforts with other chapters?**

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

#### **Overall Rating**

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

Zeta Tau Alpha has had quite a successful year. The committee is thoroughly impressed with the chapter's comprehensive approach to Think Pink Week. Their commitment to civic engagement is inspiring on the local level. This is one of the many reasons why Zeta Tau Alpha is a strong role model within the Panhellenic Community. Chapters often look to what Zeta Tau Alpha is doing to find a best practice or the "right answer". Now that the group is pushing away from new chapter status and the intensive support from the International Office that accompanies such a status, the committee recommends that the chapter start to strategically plan what the next phase of chapter development or next five years will look like.

**The Accreditation committee assigns Zeta Tau Alpha 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 the chapter place more emphasis on member development for older members in addition to the newest members and chapter officers?
- How can Zeta Tau Alpha use existing Lehigh resources to better educate their members on risk management in order to better prepare them as sober monitors?
- How does the chapter plan to maintain such strong relationships with both campus and community partners now that some important connections are transitioning out of their officer roles?

- How can the chapter expand the notion of academic and intellectual advancement beyond that of grade performance?
- With such a strong commitment to sustainability, how can Zeta Tau Alpha share their sustainability efforts with other chapters?

### **Best Practices**

- Zeta Tau Alpha had the opportunity this fall to participate in the Community Service Office's Poverty Simulation experience with Phi Sigma Kappa. Through this experience, the chapter gained a new perspective on the importance of offering help to the less fortunate. The chapter also invited the Director of the Community Service Office to the house to talk about the needs of the local community. The committee considers this a best practice.