

## **ALPHA OMICRON PI**

Accreditation Report  
2017-2018

### **Leadership & Member Development**

- Approximately 90% of members participate in an outside club or organization, and more than 60% of members hold leadership positions in those organizations. There exists a strong culture of involvement and contribution to the greater campus community as Orientation Leaders, Tour Guides, and Greek Emerging Leaders.
- The chapter maintains strong involvement within the Panhellenic community. Both the 2017-2018 Panhellenic Vice President of Administration and the 2018-2019 Panhellenic President are Alpha Omicron Pi members. Additionally, the chapter invited new members to attend council meetings to learn more about community-wide efforts.
- Alpha Omicron Pi hosted the past international president for a two-hour ritual workshop. Members have a deeper understanding of their ritual, how it came into practice, and its connection to organizational values. The committee commends the chapter for increasing its ritual proficiency and integrating ritual into daily practice.
- Alpha Omicron Pi members attended the international headquarters sponsored Leadership Academy in Nashville, TN, and the National Convention in Washington, D.C. The committee commends the chapter for taking advantage of these opportunities and putting new ideas and learnings into practice.
- The chapter was selected to host Northeast Weekend, a regional conference, in October 2018, and the international president will be in attendance. The committee commends the chapter on being selected as the hosting chapter, and recognizes that this is an incredible honor and opportunity.
- The committee considers the Leadership Council Carnival—a program where each officer shares about their duties as well as reflects on their experience in advance of upcoming elections—a best practice.
- The chapter's incoming and outgoing officers complete a strengths and weaknesses assessment during the transition retreat. The committee considers this effort first-rate in generating constructive feedback.
- Alpha Omicron Pi considers its sisterhood alongside mutual respect and support for one another as key strengths. The chapter hosted a number of sisterhood events (e.g. abroad sister send-off, Valentine's Day secret cupid dessert and gift exchange, and Super Bowl Sunday fiesta), and is collectively building a chapter scrapbook.
- The chapter continued to strengthen new member education, ensuring that new members felt welcomed and included as sisters. Recent chapter closures led to robust discussion about hazing behavior and consequences, and the chapter used this as a learning moment to further reiterate its anti-hazing policies.
- The chapter indicated that upper-class member engagement is an area of improvement. To address this, the committee recommends that the chapter be mindful of member class silos and foster integration of all classes, rather than targeting development experiences for certain member classes only.

### Chapter Development Question for 2018-2019:

- **How can Alpha Omicron Pi engage all members, and more specifically upper-class members, in a meaningful way throughout their undergraduate experience?**

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

### Organizational Operations

- The chapter received a number of awards and honors at Alpha Omicron Pi International Convention in June 2017, including Excellence in Fraternity/Sorority Relations, Excellence in Communication, and Excellence in Sisterhood. Additionally, the chapter is on track to reach the Ruby Level for Standards of Excellence for the 2017-2018 academic year thanks to increased communication, delegation, and advanced planning. The committee commends the chapter for earning such high marks with its international headquarters.
- Alpha Omicron Pi is brand conscious, and positively promotes the organization and its members' accomplishments via various social media platforms. The committee recommends that the chapter continue to share its story and reframe the sorority experience.
- Alpha Omicron Pi's standards board meets regularly to review concerns regarding conduct, academics, finances, or other private matters. In some instances, concerns led to larger discussions and proactive programming as evidenced by the chapter hosting the Counseling and Psychological Services staff to lead a presentation on healthy body image. The committee commends the chapter for leveraging the standards board beyond that of accountability only.
- The chapter's standards board also worked to increase transparency by hosting open informational sessions, updating the chapter's handbook, and streamlining requirements, violations, and sanctions. Additionally, the board provides positive reinforcement for members' contributions.
- The committee is impressed by the chapter's best practice efforts to overhaul its approach to recruitment, refocus on values-based recruitment, and look beyond superficial first impressions. The chapter adopted a new system to evaluate potential new members where individuals were evaluated against Alpha Omicron Pi's organizational values (e.g. character, likability, dignity, leadership, etc.) Additionally, rotation groups were reorganized to encourage more participation and engagement across all member classes.
- Alpha Omicron Pi indicated it emphasizes inclusivity when approaching recruitment; however, the chapter's understanding of inclusivity seems narrow. The committee recommends that the chapter reconsider its understanding of inclusivity and how to create spaces of belonging for those of different backgrounds and identities.
- The committee commends the chapter for its efforts to reduce risk and safeguard members. The chapter's President, Vice President Administration, and Vice President Standards serve as sober monitors alongside two additional monitors per each member class at all formal events. The chapter also organizes a safety sister program each night social events are scheduled, and members can call the safety sister for a safe ride or assistance at all hours.
- The chapter sends email announcements when chapter meetings are not held due to ritual, sisterhood, or other community-wide programs. The committee commends the chapter on its efforts to increase efficiency while also being mindful of members' time.
- The chapter's treasurer maintains fiscal transparency and shares a report during chapter meetings that summarizes dues collection, account balances, and upcoming expenses. As a result, all members understand their financial responsibilities as well as where those funds are applied. The committee considers this a best practice.

#### **Chapter Development Question for 2018-2019:**

- **How can Alpha Omicron Pi share its success with other chapters to positively influence and uplift the fraternity and sorority community?**

In the area of **Organizational Operations**, the committee rated Alpha Omicron Pi to be an **Accredited with Excellence Chapter**.

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

- Alpha Omicron Pi maintains strong relationships with its alumnae. The chapter boasts a highly engaged 14-member alumnae advisory board. Additionally, alumnae are present at the alumnae brunch and tailgate, Founder's Day celebration, senior to alumnae ritual, and regular chapter meetings. The committee considers the chapter's alumnae involvement and support a best practice.
- Alpha Omicron Pi supports the Arthritis Foundation, and a total of \$3,200 in proceeds from Smoke Out Arthritis, Luna Chick Boutique sale, and Mountain Hunk benefitted the foundation.
- The chapter raised \$10,800 for the National Multiple Sclerosis Society during its 50-hour seesaw event and \$13,150 for the American Cancer Society during Relay for Life. With total chapter participation, the chapter won the Relay for Life Greek Cup for the third consecutive year and two of the three top fundraisers were also Alpha Omicron Pi members.
- The committee commends the chapter for its enthusiasm, especially in support of causes close to members' hearts; nevertheless, the committee recommends that the chapter think through how best to maintain momentum when personal connections are no longer present and driving the chapter's efforts forward.
- Alpha Omicron Pi previously partnered with organizations that are no longer recognized groups at Lehigh to host two prominent philanthropy events. The chapter is proactively considering opportunities to establish new partnerships with other organizations, and the committee commends the chapter for navigating this unanticipated hurdle with thoughtfulness and intentionality.
- Alpha Omicron Pi requires each member to complete five service hours per semester; however, the chapter candidly acknowledged that consistent and meaningful service remains an area of development for the chapter. The committee recommends that the chapter work with the Community Service Office to gain a better understanding of local community needs—connecting with the Arthritis Foundation or otherwise—and develop a plan to engage in direct service to address community needs.
- Alpha Omicron Pi set out to better understand larger community issues, especially those concerning student conduct and high risk behavior. Lehigh University Police and Office of Student Conduct & Community Expectations staff spoke with chapter members, and this effort increased members understanding of expectations, concerns, and preventative measures.

#### **Chapter Development Question for 2018-2019:**

- **What opportunities exist for Alpha Omicron to develop meaningful service experiences within the local community?**

In the area of **Community Service & Engagement**, the committee rated Alpha Omicron Pi to be an **Accredited Chapter**.

### **Academic & Intellectual Advancement**

- Alpha Omicron Pi was ranked second out of nine Panhellenic Sororities in the fall 2017 semester with a GPA of 3.47, an increase of 0.04 from the spring 2017 semester. The 3.47 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Omicron Pi was ranked second out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.48, an increase of 0.01 from the fall 2017 semester. The 3.48 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Omicron Pi's fall 2017 new member class GPA was 3.2267 ranking second out of five Panhellenic Sororities. The new member class GPA was 3.31 for spring 2018 ranking fourth out of eight Panhellenic Sororities.
- Alpha Omicron Pi had 44.2% of the chapter on the Dean's List in the fall 2017 semester and 42% on the Dean's List in the spring 2018 semester.
- The chapter welcomed a new faculty advisor, Professor Olena Nikolosko-Rzhevskaya. The committee commends the chapter for forming this new partnership and seeking the professor's counsel. The chapter also hosts a faculty barbecue in partnership with Alpha Tau Omega, and more than 30 professors were in attendance.
- Alpha Omicron Pi academic plan is three-fold: inspire good study habits among members, maintain academic accountability, and provide members with tools needed to be academically successful. All members are required to maintain a minimum 2.5 GPA, and those falling below the minimum requirement are placed on academic monitoring and provided academic resources (e.g. time management, study skills).
- The chapter employs in-house tutors, and these members are compensated with house points. Additionally, the chapter branched off of this program to create Alpha Advising, a tutoring and resource support system for new members. New members are matched with upper-class women, and the upper-class women provide advice and mentoring on all things academics, including course registration, major selection, etc. The committee acknowledges that the chapter has a good foundation in place as it relates to academic support; however, there is little to no integration of campus resources. The committee, as in previous years, recommends that the chapter work with the Center for Academic Success to prepare tutors for their roles.
- The chapter organized a resume review, vision board activity, and interview workshop with a Lehigh alumnus and father of a member. The committee is excited by the chapter's efforts to promote professional development and career exploration, and encourages the chapter to collaborate with the Center for Career and Professional Development or establish partnerships with other chapters.
- The committee believes the chapter can move beyond academic support and professional development focuses to explore the intellectual component of this metric more deeply and foster a sense of creative curiosity among members. Additionally, the committee recommends that the chapter explore diversity, equity, and inclusivity, as this is an area of development for the chapter.

### **Chapter Development Question for 2018-2019:**

- **How can the chapter explore diversity, equity, and inclusion as it relates to membership in Alpha Omicron Pi?**

In the area of **Academic & Intellectual Advancement**, the committee rated Alpha Omicron Pi to be an **Accredited**.

## **Facilities Management**

- Alpha Omicron Pi had no common damages for 2017-2018.
- Alpha Omicron Pi passed all life safety inspections and fire drills with zero violations.
- The chapter successfully met occupancy for both the fall and spring semesters.
- The chapter did not adhere to Residential Service's expectations regarding end-of-year closings. Chapter members left the facility in poor condition, with personal items and trash in out coves, hallways, and bathrooms. The chapter worked to address this issue, and a few local women remedied the problem. The Committee recommends that the chapter reiterate expectations at closings, specifically stressing that personal items (e.g. beds, furniture) must not be left behind.
- The chapter set a goal to become more ecologically friendly. This included collaborating with Kappa Alpha Theta to take advantage of the nearby neighbor's composting bin; participating in a "no power hour" energy reduction challenge; and educating chapter members on organic foods, recycling, and carbon footprint reduction techniques.
- Alpha Omicron Pi utilized its budget surplus to update the decorum and replace furniture in the basement. The chapter also purchased a new printer, water cooler, and Keurig coffee maker. The committee recommends that the chapter continually take advantage of opportunities to invest in the chapter space as appropriate.
- Alpha Omicron Pi had doorbells and peepholes installed to increase safety and security of the chapter house.

### **Chapter Development Question for 2018-2019:**

- **How can the chapter maintain a culture of excellence within the chapter facility and ensure future members continue momentum?**

In the area of **Facilities Management**, the committee rated Alpha Omicron Pi to be an **Accredited with Excellence Chapter**.

## **Overall Rating**

**Overall, Alpha Omicron Pi has been rated an Accredited with Excellence chapter by the 2017-2018 Accreditation committee.**

Alpha Omicron Pi International Headquarters recently unveiled its new brand with the goal to "inspire ambition," and it is quite evident that the chapter is translating this into action. While there is still room for growth to maintain this high rating (e.g. explore intellectual curiosity, engage in meaningful service), the committee commends the chapter on several years' worth of hard work and energy to move the chapter forward and address concerns that are now ancient history. Alpha Omicron Pi is positioned as a group of well-respected and influential leaders within the sorority community, and the committee encourages the chapter to capitalize on its influence and serve as a role model for others within the larger fraternity and sorority community. This is no small task, and yet the committee is confident that the chapter can do so successfully.

**The Accreditation committee assigns Alpha Omicron Pi 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 Omicron Pi engage all members, and more specifically upper-class members, in a meaningful way throughout their undergraduate experience?
- How can Alpha Omicron Pi share its success with other chapters to positively influence and uplift the fraternity and sorority community?
- What opportunities exist for Alpha Omicron to develop meaningful service experiences within the local community?
- How can the chapter explore diversity, equity, and inclusion as it relates to membership in Alpha Omicron Pi?
- How can the chapter maintain a culture of excellence within the chapter facility and ensure future members continue momentum?
- How can the chapter maintain a culture of excellence within the chapter facility and ensure future members continue momentum?

### **Best Practices**

- The committee is impressed by the chapter's best practice efforts to overhaul its approach to recruitment, refocus on values-based recruitment, and look beyond superficial first impressions. The chapter adopted a new system to evaluate potential new members where individuals were evaluated against Alpha Omicron Pi's organizational values (e.g. character, likability, dignity, leadership, etc.) Additionally, rotation groups were reorganized to encourage more participation and engagement across all member classes.
- The chapter's treasure maintains fiscal transparency and shares a report during chapter meetings that summarizes dues collection, account balances, and upcoming expenses. As a result, all members understand their financial responsibilities as well as where those funds are applied. The committee considers this a best practice.
- Alpha Omicron Pi maintains strong relationships with its alumnae. The chapter boasts a highly engaged 14-member alumnae advisory board, and alumnae are present at the alumnae brunch and tailgate, Founder's Day celebration, senior to alumnae ritual, and regular chapter meetings. The committee considers the chapter's alumnae involvement and support a best practice.