

ALPHA PHI

Accreditation Report
2017-2018

Leadership & Member Development

- Alpha Phi had a member serve as the Vice President of Public Relations and Marketing on the Panhellenic Council executive board for the 2017-2018 academic year.
- The chapter implemented a new Senior Ceremony for graduating seniors in order to keep them engaged and connected with the chapter through the culmination of their Lehigh experience. This ceremony demonstrates that Alpha Phi is a lifetime commitment.
- Alpha Phi coordinates officer transitions where the incoming executive board works to establish strategic goals for the upcoming year alongside the chapter advisor. They also use this time for outgoing and incoming officer counterparts to exchange transition documentation.
- Alpha Phi continued to incorporate the Myers-Briggs Type Indicator (MBTI) for each incoming executive officer to complete and gain a better understanding of their personal leadership style and how they work on a team. However, the chapter moved away from conducting this exercise with the entire chapter membership. The committee encourages Alpha Phi to revisit this as a development opportunity across the chapter membership and hopes to see it continue without repeated prompting through Accreditation.
- The chapter worked with Alpha Phi International to revamp their new member education plan following last year's hazing incident. This and other changes were prompted by imposed sanctions. The committee encourages the chapter to utilize on campus resources in order to further explore the topic of hazing prevention that will lead to ongoing education and sustainable change beyond the graduation of the current membership.
- The chapter participates in Alpha Phi International programming including the Alpha Phi Eastern Conference. Chapter leadership is able to interact with volunteers and staff of Alpha Phi International as well as connect with sisters holding the same positions at other chapters within the Northeast region.
- Alpha Phi members present at chapter on a rotational basis about a campus organization they are a part of and what they have learned from that experience. This serves as both an opportunity for self-reflection and to advertise opportunities for external involvement from the chapter. If members recruit sisters to join their organization, the chapter rewards that member who introduced them to that new opportunity. The committee commends the chapter for this practice.
- The committee commends the chapter members for their reflection on ritual, specifically the Creed. This year, Alpha Phi focused on increasing members' understanding of ritual by asking members to reflect on what the Creed means to them and how they enact that in their daily life. During their annual chapter retreat, members were asked to write down the line of the Creed that means the most to them.
- Alpha Phi members are involved across campus by participating in the Center for Gender Equity (CGE) Sorority Liaison program, Greek Emerging Leaders (GEM), serving as Admissions Ambassadors, and more. However, the committee is concerned that only about 50 of 111 members are involved outside of the chapter, according to the Accreditation report.
- The committee recommends that Alpha Phi thoughtfully consider the chapter development question posed in 2016-2017 asking how Alpha Phi can translate leadership skills to make change related to campus issues, as well as this year's chapter development question. The committee highly encourages the chapter to directly address both of these in the next year.

Chapter Development Question for 2018-2019:

- **How can Alpha Phi provide ongoing leadership and member development that is relevant for all members?**

In the area of **Leadership & Member Development**, the committee rated Alpha Phi to be an **Accredited Chapter**.

Organizational Operations

- Alpha Phi has a formalized Judicial Board comprised of three chapter members and the chapter advisor. There are four possible outcomes of a Judicial Board process: no outcome, membership development, probation, and termination. Alpha Phi continued to hold a mock judicial board session that has been considered a best practice. The committee encourages the chapter to capitalize on their strengths to share those beyond the organization and contribute to the greater Panhellenic community.
- Alpha Phi implemented a new Sisterhood Swap program during exam weeks each semester to address stress and anxiety during these high pressure times. Sisters are paired randomly together where each person writes the other a note and provides a small, thoughtful gift to lift their spirits and increase member morale.
- The chapter hosts a sisterhood retreat every fall semester for the entire membership. This retreat serves as an opportunity for members to reconnect after the summer and prepare for the year ahead by establishing chapter goals and expectations. The committee believes this is a good opportunity for the whole chapter to be involved in decision making and defining the direction of the upcoming year.
- The chapter places an emphasis on Alpha Phi scholarship opportunities to assist with financial difficulties for chapter members. The committee commends the chapter and would be interested in hearing more about how these opportunities positively impact chapter members and their ability to affiliate with the organization.
- The committee is concerned that the newly established anti-hazing contract only addresses individual behavior and accountability. The committee recommends that the chapter reflect on their organizational responsibility to address systemic issues that contribute to creating a culture where hazing is acceptable and incorporate changes as appropriate.
- Alpha Phi utilizes Bill Highway to collect dues. The chapter offers a variety of canned payment plan options and creates custom plans for those relying on financial aid. The chapter also advertises and encourages members to apply for the Alpha Phi Foundation merit and need-based scholarship options.
- The chapter drafted a Standards of Excellence document after attending a conference and learning how other Alpha Phi chapters have embraced this as an important tool for setting expectations that will increase personal accountability and responsibility. Once implemented, these Standards would be reviewed annually alongside the chapter bylaws and incorporated into their new member education plan.
- The committee feels that the chapter is successfully implementing strong organizational structures and processes. While the chapter creatively told their story through the analogy of the organization functioning as a heart, the committee believes that they did not get the full picture of who Alpha Phi is and how they are continuing to grow and improve as a chapter. It is recommended that the chapter share and reflect on continued success as much as new progress in order to better highlight the strengths of the organization

- Alpha Phi did not address the chapter development question from last year asking how they could rebuild credibility within the community. The committee encourages the chapter to consider the impact they are having in each community they belong to, whether that be positive, negative, or a lack thereof.

Chapter Development Question for 2018-2019:

- **How can Alpha Phi better highlight how the internal functions of their organization contribute to their overall growth and development?**

In the area of **Organizational Operations**, the committee rated Alpha Phi to be an **Accredited Chapter**.

Community Service & Engagement

- Alpha Phi received an infraction for violating the National Panhellenic Conference and Lehigh Panhellenic Council's policy prohibiting chapters from associating with unrecognized groups. Specifically, multiple chapter members skipped an optional Alpha Phi event in favor of a social event with members of a formerly recognized group. The committee is concerned by this behavior, especially after recommending that the chapter consider how to rebuild credibility within the community following a couple of incidents last year.
- Alpha Phi continued to host their annual Red Dress Gala and Cardiac Care Week, both of which include programs and activities dedicated to raising awareness and funds for women's heart health. However, the committee hoped to learn more about these successes and recommends that the chapter incorporate reflection on the impact these programs have and how they continue to grow and improve year to year.
- The chapter implemented a 10 hour community involvement requirement for all members. Hours are earned by attending other organizations' philanthropic events, service opportunities, and large-scale campus events such as community lectures. While the committee appreciates the chapter's work to promote community engagement, the committee recommends that the chapter consider prioritizing direct service as the most effective way to have a meaningful, lasting impact on the community.
- The chapter participated in a Francis E. Willard Day of Service during Women's History Month, named for the first alumna initiate of Alpha Phi. To honor the occasion, the chapter hosted a female centered community service project with Alpha Epsilon Pi. Together, they hosted a clothing drive, picking up donated clothing from five sororities on campus and donating them to Goodwill. As the chapter continues this effort, the committee recommends that they work with the Community Service Office to identify how to make the biggest impact on the South Bethlehem community with these donations.
- Alpha Phi hosted a fundraiser in partnership with Playa Bowls where 10% of the day's proceeds would be donated to a cause of their choice. The chapter successfully raised \$200 for Victory House Homeless Shelter. In consultation with Victory House, Alpha Phi identified how the money could be most impactful and purchased cleaning supplies to fill that need.
- Alpha Phi continued their ongoing partnership with the Bethlehem Public Library. Through this relationship, members had the opportunity to work with children on art projects after school. The committee encourages the chapter to further reflect on the experiences and needs of local children and use that understanding to build intentional mentoring relationships.
- The chapter regularly participates in other organizations' service and philanthropic events such as Alpha Epsilon Pi's South Side Clean Up, the Community Service Office's Spring

Fling, and the Color Run. Most notably, the entire membership attended Relay for Life and successfully raised over \$1,500 for the American Cancer Society.

- The chapter was recognized by Alpha Phi International with the Excellence in Community Service Award at the 2018 East Leadership Conference. This award recognizes the chapter for outstanding community efforts among the nearly 50 Alpha Phi chapters located in the Northeast region. The committee commends the chapter on this achievement and hopes to see them continue to seek opportunities for improvement and avoid complacency.
- Alpha Phi entered this year with a goal of increasing alumnae relations. Current efforts for ongoing outreach to alumnae include a newsletter each semester. The chapter had the same goal in 2016-2017, but do not seem to have expanded any initiatives since then. The committee recommends that the chapter identify opportunities to engage alumnae in a more interactive manner. This is a repeated recommendation from last year.

Chapter Development Question for 2018-2019:

- **What is the responsibility of the chapter to leave a positive impact on the communities they belong to?**

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

Academic & Intellectual Advancement

- Alpha Phi was ranked fourth out of nine Panhellenic Sororities in the fall 2017 semester with a GPA of 3.44, an increase of 0.02 from the spring 2017 semester. The 3.44 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi was ranked third out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.46, an increase of 0.02 from the fall 2017 semester. The 3.46 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi's fall 2017 new member class ranked fifth out of five Panhellenic Sororities. Alpha Phi had one new member for fall 2107 and grades are not reported for the chapters who have one member or new member per FERPA. The new member class GPA was 3.32 for spring 2018 ranking third out of eight Panhellenic Sororities.
- Alpha Phi had 45.8% of the chapter on the Dean's List in the fall 2017 semester and 42.2% on the Dean's List in the spring 2018 semester.
- Alpha Phi is consistently in the top half of the Panhellenic community for overall chapter GPA. The committee commends the chapter for their strong academic presence and recommends that the chapter identify internal best practices and share those with other chapters to contribute to the community's overall academic growth.
- The chapter continued their annual event "Tea with A-Phi". Members invite faculty to the chapter facility to provide an opportunity to form connections outside of the classroom while enjoying a meal together. This allows the members to engage with faculty in developmental conversations and learn about different research and career path options.
- Alpha Phi holds five scholarship workshops each semester related to the bLUeprint foundations of student success. Members are required to attend at least three of the five workshops. Alpha Phi members facilitate these workshops on topics ranging from resume building to healthy sexual practices. The committee identified this as a best practice last year and encourages the chapter to continue strengthening these by utilizing on campus experts

related to the various topics such as the Center for Career and Professional Development and the Office of Gender Violence Education and Support.

- The chapter works to connect members with academic mentors based on similar majors. The purpose of this initiative is to provide a mentoring relationship where upperclassmen can help to guide younger members who are navigating similar courses to succeed in the classroom. The committee believes this is another opportunity to take advantage of campus resources, such as the Center for Academic Success, to make the academic big and little relationship more effective and robust.
- The committee recommends that the chapter identify a faculty or staff member based on a positive relationship or an area of improvement for the organization. The chapter can use this relationship to propel the organization forward and further develop best practices. This is a repeated recommendation from last year.
- The chapter utilizes academic incentives such as “Smartie Cookies” for members who earn an “A” on a paper or exam to be entered into a raffle for free cookies. This is done during each round of four o’clock exams to motivate sisters academically. The committee encourages the chapter to consider expanding these efforts to recognize members who are consistently high performers academically and those who are most improved.
- The chapter hosts multiple AOE events each semester aimed at enhancing the values of Alpha Phi. Alpha Phi International sets a certain requirement and the chapter utilizes internal and external resources to fulfill it. For example, this year the chapter identified a large-scale campus event, “Take Back the Night”, as an AOE event to encourage the membership to be engaged in important community topics.
- The committee feels that the chapter is scratching the surface in their efforts to support academic success and foster a culture of creative curiosity. While the chapter has a lot of programs geared towards this purpose, it is unclear what impact they are having on member learning and development. Additionally, it is recommended that the chapter bring in campus resources to take advantage of their expertise and make these initiatives more robust.

Chapter Development Question for 2018-2019:

- **How can Alpha Phi utilize on campus resources and experts to support the overall intellectual growth of their members?**

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

Facilities Management

- Alpha Phi had no common damages for 2017-2018.
- Alpha Phi managed openings and closings with no issues.
- Alpha Phi passed life safety inspections and fire drills with zero violations.
- Alpha Phi consistently exceeds occupancy with 140% and 130% in the fall 2017 and spring 2018 semesters respectively.
- The chapter claimed that they began composting this year. However, they indicated that they were composting nearly half a garbage can per day last year. The committee believes composting is a best practice and encourages the chapter to ensure their green initiatives are sustainable from year to year, despite turnover of members living in the facility.

- Alpha Phi introduced the Sustainable Living Program to members living in the facility where individual rooms could receive certification ranging from bronze to platinum based on the level of eco-friendly practices of those inhabiting the room. This year, eight rooms were certified overall. The committee encourages the chapter to explore educating members on green practices in order to create more buy-in and increase the amount of certified rooms.
- The chapter launched a fundraising campaign, “Pheels Like Home”, in partnership with Lehigh’s Development and Alumni Relations Services with a goal of raising \$25,000 to go towards facility improvements. The chapter has also been working with their House Corporation Board (HCB), Alpha Phi Executive Office Staff, and alumnae on this initiative. The committee considers this a best practice.

Chapter Development Question for 2018-2019:

- **How can Alpha Phi continue to look for new and innovative ways to utilize their facility that contribute to the ongoing development of their members?**

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

Overall Rating

Overall, Alpha Phi has been rated an Accredited chapter by the 2017-2018 Accreditation committee.

Alpha Phi is checking many of the boxes of a successful chapter but were not able to effectively reflect on these experiences nor articulate growth from last year. The committee feels that the chapter did a disservice to themselves by not successfully incorporating these components into their Accreditation report. Additionally, Alpha Phi did not directly address some of the chapter development questions from the 2016-2017 academic year. Next year, the committee hopes to see the chapter continue the theme of “Leading with Heart” and round out the good work they are doing by consistently providing opportunities to highlight member learning and reflection. The chapter can also demonstrate learning on an organizational level by identifying best practices that have contributed to chapter growth and sharing those with other organizations.

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

Chapter Development Questions

- How can Alpha Phi provide ongoing leadership and member development that is relevant for all members?
- How can Alpha Phi better highlight how the internal functions of their organization contribute to their overall growth and development?
- What is the responsibility of the chapter to leave a positive impact on the communities they belong to?
- How can Alpha Phi utilize on campus resources and experts to support the overall intellectual growth of their members?
- How can Alpha Phi continue to look for new and innovative ways to utilize their facility that contribute to the ongoing development of their members?

Best Practices

- Alpha Phi has a formalized Judicial Board comprised of three chapter members and the chapter advisor. There are four possible outcomes of a Judicial Board process: no outcome, membership development, probation, and termination. Alpha Phi continued to hold a mock judicial board session that has been considered a best practice. The committee encourages the chapter to capitalize on their strengths to share those beyond the organization and contribute to the greater Panhellenic community.
- Alpha Phi holds five scholarship workshops each semester related to the bLUeprint foundations of student success. Members are required to attend at least three of the five workshops. Alpha Phi members facilitate these workshops on topics ranging from resume building to healthy sexual practices. The committee identified this as a best practice last year and encourages the chapter to continue strengthening these by utilizing on campus experts related to the various topics such as the Center for Career and Professional Development and the Office of Gender Violence Education and Support.
- The chapter launched a fundraising campaign, “Pheels Like Home”, in partnership with Lehigh’s Development and Alumni Relations Services with a goal of raising \$25,000 to go towards facility improvements. The chapter has also been working with their House Corporation Board (HCB), Alpha Phi Executive Office Staff, and alumnae on this initiative. The committee considers this a best practice.