

GAMMA PHI BETA

Accreditation Report

2017-2018

Leadership & Member Development

- The chapter members practice leadership in a variety of student clubs and organizations. In 2018-2019, a member will serve as the Panhellenic Vice President of Judicial and two members will serve as Greek EMerging Leaders (GEM) mentors.
- Gamma Phi Beta sent the incoming chapter president to the International Headquarters' REAL (Responsible, Ethical, Authentic, and Lifelong) Leadership conference. Through this opportunity she attended a session about creating change within organizations. She used this framework to guide officer transitions.
- The chapter continued the use of the Crescent Values program as a leadership tool. The formal incorporation of Crescent Values involves integrating the chapter's values of love, labor, learning, and loyalty into chapter events such as PACE (Personal and Chapter Enrichment) sessions. Again, the committee recommends assessing the effectiveness of these programs due to members' inability to reflect on learnings during the presentation.
- The chapter has made it a priority to bolster ritual proficiency among chapter members. Per advice from the international organization, chapter leadership incorporated ritual mini-lessons during chapter meetings. These serve as quick refreshers on organizational symbols and ritual practices.
- Gamma Phi Beta addressed the previous chapter development question in regards to providing more leadership development opportunities through the use of mini positions within the new member class. For example, two women were given the opportunity to serve as mini public relations chairs in order to shadow a chapter officer and give feedback.
- The committee fears that the chapter leadership is not prepared to make unpopular but necessary decisions for the betterment of the organization. Reflections during the presentation demonstrated an overwhelming sense of individual members doing what they want resulting in a lack of organizational goals and initiatives.
- Gamma Phi Beta incorporates restorative practice concepts into Loyalty Circles. These groups serve as support networks within the sorority and offer members the opportunity to discuss various topics. Additionally, the chapter implemented Carnation Crews, groups of new members led in conversation by older members.

Chapter Development Question for 2018-2019:

- **How can Gamma Phi Beta incorporate learnings from campus leadership opportunities such as Greek EMerging Leaders (GEM) into the chapter?**

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

Organizational Operations

- Gamma Phi Beta developed a new website. This online presence highlights the chapter's story, contact information for chapter officers, and information about the international organization and philanthropy. The website also includes links to alumnae resources in order to support the notion that membership is a lifetime commitment.

- The chapter did not meet secondary quota during Panhellenic primary recruitment. The chapter was also not successful in filling this quota during continuous open bidding. A membership offer was initially provided to a woman that was not eligible and the chapter leadership had to rescind the offer. The committee urges Gamma Phi Beta to fully abide by National Panhellenic Conference (NPC) and Lehigh policies.
- The chapter utilizes a point system to promote involvement in and out of the chapter. Points are awarded for GPA, club membership, and holding a chapter leadership position. If members do not meet the minimum point threshold, they lose the privilege of attending the chapter's formal.
- Gamma Phi Beta received multiple recruitment infractions during the fall semester for bid promising. During the Accreditation presentation, the chapter presented this information as a misunderstanding and the actions of one member. The committee does not feel that the chapter has fully understood how the culture of an organization influences the actions of a single member.
- The chapter worked to revise the standards board to be more inclusive of members. The standards board meetings have become more conversational in order to help members work through challenges. The chapter also provided the opportunity for a new member to serve on the board in order to increase leadership opportunities.
- Gamma Phi Beta hosted a restorative circle before Panhellenic primary recruitment as a result of a sanction. While the committee is happy to hear that the chapter expressed interest in repeating this practice every year, they were disappointed that Gamma Phi Beta did not bring in any campus resources or experts to facilitate the restorative circle.
- The committee commends the chapter on taking small steps to incorporate organizational values into various areas and challenges Gamma Phi Beta to further integrate values adherence into all facets of the chapter (i.e. recruitment, operations).
- The chapter has implemented a more proactive approach to risk management in regards to registered events through the use of sober monitors stationed at both events and at the house. The committee recommends also examining risk management practices for non-registered events (i.e. pregames, barbecues).
- Gamma Phi Beta included both the chapter advisor and regional coordinator in the interview process for chapter officer interviews. These interviews were also used as a means to ensure nominees understood the challenges, nuances, and values of chapter operations.

Chapter Development Question for 2018-2019:

- **How can the chapter integrate stronger values adherence into organizational operations?**

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

Community Service & Engagement

- Gamma Phi Beta made two underwhelming attempts to host their Moon Ball Tournament to benefit their national philanthropy, Girls on the Run. The chapter failed to follow University policy in planning the event and had very little participation. The committee recommends increasing marketing/branding for the event. This is a repeated recommendation.
- Gamma Phi Beta collaborated with Alpha Tau Omega on their philanthropy, Buddy Bash. The chapter's role in the planning of this event was to set up a Venmo account. The committee

recommends the chapter take more ownership of philanthropic efforts and collaborate with groups outside of the Interfraternity Council. This is a repeated recommendation.

- The committee continues to consider alumnae engagement a major concern for the chapter. The chapter does not appear to incorporate alumnae relations into chapter operations. The committee recommends further building up the chapter's alumnae advisory board.
- Gamma Phi Beta received a Disciplinary Warning for Respect for Community – Failure to Comply and Respect for Community – False Information. The chapter failed to comply with University policy regarding new member education and submitted a new member education plan that was not followed.
- Gamma Phi Beta continued the annual HeartThrob philanthropy to benefit Girls on the Run. The chapter tabled around campus the week of Valentine's Day and sold candy grams consisting of notes that were later delivered to recipients. Gamma Phi Beta raised a total of \$720.
- Gamma Phi Beta received a Panhellenic infraction for violating the Panhellenic Community Standards by participating in events with an unrecognized organization. As a result, the chapter was required to host Vice Provost for Student Affairs, Dr. Hall, to lead a conversation about the status of the fraternity and sorority community and the impact of partnering with unrecognized groups.
- The committee recommends Gamma Phi Beta develop chapter-coordinated service opportunities and consider integration of their national philanthropic partner into the chapter's service efforts. The committee also recommends incorporating fingerprint background checks into the new member education plan. This is a repeated recommendation.
- The chapter shared that they implemented mandatory community service hours. However, there were no examples to support the claim. The committee also doesn't believe that reflections or learnings from individual efforts are brought back to the chapter.
- Gamma Phi Beta participated in Relay for Life to benefit the American Cancer Society. The chapter ran activities such as Pie a GPhi and Spikeball in order to entertain attendees throughout the 12 hour event. Members collectively raised a total of \$12,303.
- The chapter participated in staple community events including Alpha Epsilon Pi's Sunday Cleanups and Adopt a Family. Gamma Phi Beta did not share reflections or learnings from these events in either the report or presentation.

Chapter Development Question for 2018-2019:

- **How can Gamma Phi Beta coordinate South Bethlehem community service efforts that connect to the chapter's national philanthropy?**

In the area of **Community Service & Engagement**, the committee rated Gamma Phi Beta to be an **Unaccredited Chapter**.

Academic & Intellectual Advancement

- Gamma Phi Beta was ranked seventh out of nine Panhellenic Sororities in the fall 2017 semester with a GPA of 3.33, an increase of 0.03 from the spring 2017 semester. The 3.33 GPA placed the chapter above the All Greek average.
- Gamma Phi Beta was ranked eighth out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.27, a decrease of 0.06 from the fall 2017 semester. The 3.27 GPA placed the chapter above the All Greek average.

- Gamma Phi Beta's fall 2017 new member class was ranked third out of five Panhellenic Sororities. Gamma Phi Beta had one new member for fall 2017 and grades are not reported for the chapters who have one member or one new member per FERPA. The new member class GPA was 3.27 for spring 2018 ranking seventh out of eight Panhellenic Sororities.
- Gamma Phi Beta had 42.2% of the chapter on the Dean's List in the fall 2017 semester and 31.2% on the Dean's List in the spring 2018 semester.
- The committee recommends the chapter think through professional development opportunities for members, specifically seniors. This could serve as an opportunity to engage alumnae as well. This is a repeated recommendation.
- The chapter modified their academic mentorship program to include pairings between members of similar career aspirations. The committee recommends the chapter reach out to the Center for Career & Professional Development to discuss methods to make this mentorship program more meaningful.
- The committee recommends that the chapter increase efforts in academic and intellectual development through the use of a faculty advisor to address areas of growth.
- The chapter operates under a three-tier academic improvement plan. Members under a 2.65 GPA are placed on academic probation in the first semester, an additional social probation and mandatory check-in program in the second semester, and possible suspension from the chapter in the third semester.
- The committee is disappointed that Gamma Phi Beta did not continue the annual scholarship dinner in order to interact with faculty outside of the classroom. The chapter mentioned the discontinuation being a result of the dissolution of Sigma Chi. However, this dissolution occurred in November and Gamma Phi Beta had ample time to organize a scholarship dinner.
- The committee recommends that the chapter collaborate with the Center for Academic Success to provide formal training for academic mentors. This is a repeated recommendation.

Chapter Development Question for 2018-2019:

- **What is Gamma Phi Beta's role in developing members' intellectual capacity outside of the classroom?**

In the area of **Academic & Intellectual Advancement**, the committee rated Gamma Phi Beta to be an **Unaccredited Chapter**.

Facilities Management

- Gamma Phi Beta had no common damages for 2017-2018.
- Gamma Phi Beta did not follow procedures for end-of-year closings. The chapter filled a storage container with University furniture. Additionally, the container was not locked and items were left in the rain, ultimately destroying the furniture. This is an on-going issue for the chapter. The committee is extremely disappointed with the lack of respect for University property and compliance with residential policies.
- Gamma Phi Beta passed life safety inspections and fire drills with zero violations.
- The chapter successfully met occupancy for both the fall and spring semesters.

- The chapter has improved communication with Campus Cooks. They hosted an open forum between the chapter members, a Campus Cooks representative, and their financial advisor. Through this conversation they were able to agree upon healthy meal options.
- Gamma Phi Beta purchased new chairs for chapter room tables. This space serves numerous purposes including chapter meals, a study lounge, and an area to hang out and host chapter events.
- The chapter has made small strides to become a more sustainable organization. During the week, all disposable plates, cups and utensils are locked away. Over the weekends disposable supplies are available but are recyclable. The committee recommends the chapter look into getting involved with Lehigh's Eco-Rep Leadership Program.
- Gamma Phi Beta has been working on a plan to renovate their kitchen space complete with new refrigerators, drawers and cabinets. The chapter's house manager has obtained the approvals to get this renovation completed over the summer.

Chapter Development Question for 2018-2019:

- **What opportunities exist for the chapter to engage with community members around sustainability best practices?**

In the area of **Facilities Management**, the committee rated Gamma Phi Beta to be an **Unaccredited Chapter**.

Overall Rating

Overall, Gamma Phi Beta has been rated an Unaccredited chapter by the 2017-2018 Accreditation committee.

Gamma Phi Beta did not have a successful year. The chapter met minimum community expectations in 2016-2017, and the committee feels that Gamma Phi Beta slipped even further backwards this year. Multiple areas need significant improvement: Community Service & Engagement, Academic & Intellectual Advancement and Organizational Operations. While the chapter is willing to own mistakes made in these areas, there doesn't appear to be a willingness to genuinely learn and improve. Additionally, the chapter often falls short of incorporating campus resources or expertise into programs and initiatives thus isolating the chapter from the campus community. The committee thinks highly of the leadership abilities of multiple members within the organization and looks forward to seeing them step up and move the chapter forward in the year to come.

The Accreditation committee assigns Gamma Phi Beta an overall rating of Unaccredited, which does not meet expectations set forth by Lehigh University. The chapter is not successful in multiple metrics and does not meaningfully contribute to the Greek and Lehigh communities. A chapter that receives an Unaccredited rating for two consecutive academic years loses University recognition and access to group housing.

Chapter Development Questions

- How can Gamma Phi Beta incorporate learnings from campus leadership opportunities such as Greek EMerging Leaders (GEM) into the chapter?
- How can the chapter integrate stronger values adherence into organizational operations? (i.e. standards board, recruitment)
- How can Gamma Phi Beta coordinate South Bethlehem community service efforts that connect to the chapter's national philanthropy?

- What is Gamma Phi Beta's role in developing members' intellectual capacity outside of the classroom?
- What opportunities exist for the chapter to engage with community members around sustainability best practices?