

## **LAMBDA THETA ALPHA**

### Accreditation Report

2017-2018

#### **Leadership & Member Development**

- Lambda Theta Alpha practices leadership within the chapter as well as the council level. Arianna Pineiro served as the Secretary of the 2017-2018 Cultural Greek Council (CGC). Two members will serve as the 2018-2019 CGC Treasurer and Social Media Chair. The chapter also sends representatives to both Interfraternity Council and Panhellenic Council meetings.
- The chapter takes advantage of leadership development opportunities outside of the chapter including LeaderShape, Greek EMerging Leaders (GEM) and the Association of Fraternal Leadership & Values (AFLV) annual conference. Gaby Montes attended sessions at AFLV focused on motivating members and delegating duties.
- The committee commends the chapter for strong involvement on campus despite a smaller chapter size. Members participate in a range of groups including Marching 97, Rapidly Accelerated Research Experience (RARE), and Lehigh University Student Scholars Institute (LUSSI). The committee is impressed with the chapter's ability to synthesize learnings between other campus involvement and their chapter experience.
- Lambda Theta Alpha met their chapter goal of conducting new member orientation at least once per academic year and not allowing the chapter to fall below three active sisters. The committee commends the chapter on focusing on both quantity and quality of membership.
- The chapter members received multiple awards during the Fraternity and Sorority Leadership Awards. Arianna Pineiro received the Outstanding President of the Year award for her ability to take part in challenging dialogue and advocate for herself and chapter members. Additionally, Gaby Montes was awarded Emerging Leader of the Year as a result of her eagerness to engage in leadership across campus.
- The committee commends the chapter for directly responding to the previous year's chapter development question about leadership turnover. Lambda Theta Alpha successfully navigated leadership transition despite their young membership. This can be attributed to newer members shadowing officers as well as chapter retreats hosted in conjunction with alumnae.
- Lambda Theta Alpha continued to participate in area, regional and national programs and initiatives. The chapter is active in area conference phone calls, area meetings, and National Convention. Members reflected on the importance of involvement as critical for growth of the chapter.

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

- **How can Lambda Theta Alpha capitalize on current stability to prepare future leaders of the chapter?**

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

## **Organizational Operations**

- Lambda Theta Alpha has begun to make comprehensive budgets for every event. For larger-scale events, the chapter develops budgets at various price points in order to take into account the amount of money they are able to fundraise. The committee considers this a best practice.
- Lambda Theta Alpha hosts informationals, "Open Espresso" and socials for non-affiliated women interesting in joining the chapter. During these events, chapter members showcase organizational traditions and purpose, talk through membership expectations, and explain their perspective on the organization being Latin by tradition and not by definition. The committee commends the chapter on transparency of expectations and considers the "Open Espresso" a best practice.
- The chapter implemented a more organized financial system by opening a small business account through Wells Fargo. The chapter was also strategic in fundraising, garnering support through the Student Opportunity Fund, Lehigh After Dark and the Dean of Students.
- Lambda Theta Alpha holds weekly chapter meetings to discuss partnerships and challenges, forecast, and provide open discussion. Due to the size of the chapter, there is not a structured standards process. However, the chapter uses weekly meetings as an opportunity for members to discuss disagreements.
- The chapter has completely overhauled their organizational system. Members largely utilize a Google Drive for record keeping, Google Calendar for event forecasting and Google Forms to check in and out of study hours.
- Lambda Theta Alpha supports members through various University policies and procedures. Older members helped newer members fill out financial aid forms, find scholarships, and complete Student Opportunity Fund requests.
- The committee commends the chapter for exceptional improvement in this area based on the recommendations from the previous year. Lambda Theta Alpha has truly embraced the importance of organizational standards.

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

- **How can Lambda Theta Alpha further develop organizational operations while navigating a shift in chapter leadership?**

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

## **Community Service & Engagement**

- Lambda Theta Alpha is active within the Cultural Greek Council. The chapter consistently participates in council-wide initiatives including the Yard Show, DACA March and Call-A-Thon and Black Flags for Black Lives campaign.
- The chapter hosted Mr. Burgundy and Gray to benefit St. Jude Children's Research Hospital for the third year in a row. This event also serves as a platform to talk about social and political issues. This year Lambda Theta Alpha raised \$600 which earned them recognition at National Convention as being one of the top five highest donating chapters to St. Jude. The committee considers Mr. Burgundy and Gray a best practice.
- Lambda Theta Alpha was awarded a Program of Distinction award for their Appreciation ≠ Appropriation event at the Fraternity and Sorority Leadership Awards. The chapter saw a

need for this education especially in light of costume choices around Halloween. The committee encourages the chapter to further develop this program and consider incorporating faculty expertise.

- The chapter was placed on Disciplinary Probation through December 31, 2018 after accepting responsibility for Respect for Others (Hazing). Chapter members strongly influenced women on line not to wear make-up, walk certain paths, and other pieces outside of the submitted new member education plan. Lambda Theta Alpha cooperated with the Office of Student Conduct and Community Expectations through this process and were vocal about the incident as well as learnings during the Accreditation presentation.
- Lambda Theta Alpha provides email updates to alumnae on a regular basis. During the presentation, chapter members reflected on the need to engage with alumnae for the sake of chapter memory and learning while also navigating and benefiting from their own chapter experience.
- The chapter collaborates with a plethora of organizations across campus including Greek Allies, Alpha Tau Omega, Black Student Union, Men of Color Alliance and Circle of Sisters. The committee commends the chapter on involvement across communities as well as their ability to translate experiences from outside Lambda Theta Alpha into the chapter.
- Lambda Theta Alpha hosted Walk a Mile in Her Shoes, an international men's march to stop rape, sexual assault and gender violence. The chapter leveraged partnerships with the Center for Gender Equity, Turning Point, and Break the Silence in order to successfully develop and market the event.
- The chapter has a genuine connection to the Community Service Office and participates in a variety of initiatives including Homework Club, Holiday Hope Chest, Victory House and Turning Point. The committee commends the chapter on authentic service as it encompasses volunteering, fundraising, and educating our campus community.

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

- **How can the chapter serve as a model to other organizations in respect to making positive contributions to the Lehigh community?**

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

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

- Lambda Theta Alpha was ranked first out of two Cultural Greek Council sorority chapters in the fall 2017 semester with a GPA of 3.12, a decrease of 0.29 from the spring 2017 semester. The 3.12 placed the chapter below the All Sorority and All Greek average.
- Lambda Theta Alpha was ranked second out of two Cultural Greek Council sorority chapters in the spring 2018 semester with a GPA of 2.56, a decrease of 0.56 from the fall 2017 semester. The 2.56 placed the chapter below the All Sorority and All Greek average.
- Lambda Theta Alpha's spring 2018 new member class ranked first out of one two Cultural Greek Council sorority chapters. Lambda Theta Alpha only had one new member and grades are not reported for only one member or one new member per FERPA.
- Lambda Theta Alpha had 20% of the chapter on the Dean's List in the fall 2017 semester and 16.7% on the Dean's List in the spring 2018 semester.

- The chapter continued their relationship with Rita Jones, Director of the Center for Gender Equity, as a faculty advisor since the founding of the organization ten years ago. Through this partnership, the chapter hosts a number of events to educate the community about sexual violence.
- Lambda Theta Alpha changed the name of their study hours to Get As with the LTAs in order to encourage anyone on campus to come participate in academic coursework with the sisters. The chapter hopes this change will promote campus unity and help folks achieve greater academic success.
- The chapter utilized the Myers-Briggs Type Indicator (MBTI) instrument as a personal and professional growth opportunity. After discovering members' personality types, they designated a chapter meeting to explore team dynamics. The committee recommends incorporating staff expertise into these efforts.
- The chapter hosted a Self-Care & St. Jude event that provided students with relaxing music, coloring, free face masks and snacks during the four o'clock season to help promote mental health. The coloring pages were then mailed to St. Jude Children's Research Hospital.
- The committee commends the chapter for utilizing their academic action plan to ensure all members are in good academic standing and recommends assessing this plan to ensure continued success.
- Lambda Theta Alpha reached out to the Center for Academic Success to receive training on how to accommodate varying needs of members' academics. The sisterhood participated in a survey that outlined members' academic strengths and growth areas. Based on the results, the chapter leadership was able to host workshops that better met the needs of the chapter (i.e. dealing with procrastination, study skills, and test anxiety).

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

- **How can Lambda Theta Alpha incorporate faculty and staff into professional development and growth efforts?**

In the area of **Academic & Intellectual Advancement**, the committee rated Lambda Theta Alpha to be an **Accredited with Excellence Chapter**.

#### **Overall Rating**

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

Lambda Theta Alpha is celebrating ten years on campus. The committee applauds the chapter on this huge milestone and the legacy they have built at Lehigh. The organization also shows no signs of slowing down and continues to serve as a role model in the Cultural Greek Council and greater fraternity and sorority community. The chapter now has the opportunity to think through what the next five or ten years might look like. If Lambda Theta Alpha continues to successfully navigate the chapter development questions as they did this year, there's no limit to what they can accomplish.

**The Accreditation committee assigns Lambda Theta 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 Lambda Theta Alpha capitalize on current stability to prepare future leaders of the chapter?
- How can Lambda Theta Alpha further develop organizational operations while navigating a shift in chapter leadership?
- How can the chapter serve as a model to other organizations in respect to making positive contributions to the Lehigh community?
- How can Lambda Theta Alpha incorporate faculty and staff into professional development and growth efforts?

### **Best Practices**

- Lambda Theta Alpha has begun to make comprehensive budgets for every event. For larger-scale events, the chapter develops budgets at various price points in order to take into account the amount of money they are able to fundraise. The committee considers this a best practice.
- Lambda Theta Alpha hosts informationals, "Open Espresso" and socials for non-affiliated women interesting in joining the chapter. During these events, chapter members showcase organizational traditions and purpose, talk through membership expectations, and explain their perspective on the organization being Latin by tradition and not by definition. The committee commends the chapter on transparency of expectations and considers the "Open Espresso" a best practice.
- The chapter hosted Mr. Burgundy and Gray to benefit St. Jude Children's Research Hospital for the third year in a row. This event also serves as a platform to talk about social and political issues. This year Lambda Theta Alpha raised \$600 which earned them recognition at National Convention as being one of the top five highest donating chapters to St. Jude. The committee considers Mr. Burgundy and Gray a best practice.