

ZETA TAU ALPHA
Accreditation Report
2017-2018

Leadership & Member Development

- Zeta Tau Alpha had multiple members recognized during the Lehigh Fraternity and Sorority Leadership Awards. Erin Hank received a Tradition of Excellence award for Inclusive Leadership, Christy Cullen was awarded Emerging Leader of the Year, Malini Ray won a Tradition of Excellence award for Living the Ritual, and Molly Bankuti received a Greek Leader of the Year award.
- The chapter sent members to both Zeta Tau Alpha's National Leadership Conference (NLC) and Officer Leadership Academy. By participating in NLC, the chapter president learned the significance of listening and responding to both the needs of chapter members and herself as a leader.
- Zeta Tau Alpha has chapter members get involved in various leadership development opportunities outside of the chapter such as LeaderShape, Greek Emerging Leaders (GEM), and the Association of Fraternal Leadership and Values (AFLV) annual conference. One member left AFLV feeling empowered to talk about sexual violence on college campuses.
- 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.
- The committee commends Zeta Tau Alpha on chapter members' ability to articulate learnings and synthesize how each experience informs and supports the next. The committee challenges the chapter to share this level of reflection with other chapters.
- Zeta Tau Alpha members hold campus leadership positions as Gryphons, Orientation Leaders, Community Service Office staff and much more. During the 2017-2018 year, one member served as the Panhellenic President while another served as one of the lead facilitators of Greek Allies, a student-led group educating the campus community on LGBTQIA identities.
- The chapter engages general membership in the Programming Council as a leadership development tool. Zeta Tau Alpha implemented a LINKS program within the Council that tasks a member from each class with coordinating events and sharing concerns. This initiative is one of the many reasons the chapter was awarded an Inclusive Leadership award at the Fraternity and Sorority Leadership Awards.
- Zeta Tau Alpha's incoming Executive Council held a retreat at the beginning of the spring semester. The women gathered at an advisor's house in order to focus on individual and team goal setting. Chapter leadership's main objectives were to hold members accountable, increase chapter morale, and expand membership involvement.

Chapter Development Question for 2018-2019:

- **How can the chapter educate the Greek community on reflection practices?**

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 created three new Google Team Drives for the Executive Council, Programming Council, and chapter to compile relevant forms, surveys, bylaws, and documents. These drives aided in the transition of chapter officers.
- The committee commends the chapter for immediately engaging in a review of bylaws to ensure that the Nominating Committee was constituted in as fair a way as possible. This came as a result of members sharing concerns about the initial process and those concerns being addressed by chapter leadership.
- The chapter treasurer has worked to make membership within Zeta Tau Alpha more accessible through the development of payment plans. Members are able to make dues payments on a weekly or biweekly basis and are not able to attend social events if they do not adhere to payment deadlines.
- Zeta Tau Alpha's judicial system focuses on structured conversations in safe spaces on campus. Sisters can share challenges they are facing or be held accountable for actions that conflict with the organization's code of conduct. The committee commends the chapter for utilizing this system for both minor and larger issues.
- The chapter made some changes to the points system in order to better cooperate with members' schedules. Chapter leadership created more point opportunities as well as responded to a request to only assess fines for being below the point threshold at the end of a semester.
- Zeta Tau Alpha has increased efforts to educate members on risk management policies. These efforts include inviting officers from the Bethlehem Police Department and LUPD to the house, reviewing national policies, and leading discussions on how the chapter can help to create a safer social culture.
- The committee is impressed with the chapter's sober monitor policy and urges Zeta Tau Alpha to be more transparent about training for this role. Training from a national perspective coupled with Lehigh-specific policy and procedure could become a best practice for the organization and Greek community.
- Zeta Tau Alpha reached primary and secondary quota during Panhellenic primary recruitment. Additionally, the chapter did not incur any recruitment infractions.
- The chapter leadership opens up the last 15 minutes of every Executive Council meeting for general membership to attend, voice concerns and share suggestions. The chapter also utilizes a feedback survey in which members can submit constructive feedback. The committees believes these efforts are why the chapter appears to have strong buy-in from members and considers this a best practice.

Chapter Development Question for 2018-2019:

- **How can Zeta Tau Alpha share the application of national risk management policies with other Lehigh chapters to foster a culture of care throughout the community?**

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 placed on Disciplinary Probation through December 18, 2017 after being found responsible for Respect for Community (Failure to Report/Being in the Presence of a Violation) and Respect for Self (Unauthorized Consumption, Distribution, or Possession).

Zeta Tau Alpha co-hosted an event in which alcohol was provided to students under the age of 21.

- Zeta Tau Alpha is still a relatively new chapter with limited alumnae. However, the chapter focuses on communication through holiday cards, semesterly newsletters and an invitation to the chapter house during Lehigh-Lafayette rivalry week. Zeta Tau Alpha also created an alumnae mentors program to connect sisters to alumnae in similar fields.
- The chapter's Programming Council consists of several liaison positions to help Zeta Tau Alpha better connect to the greater community. These consist of a Greek Allies liaison, a Center for Gender Equity liaison, and Diversity Chairs. Additionally, the chapter recently added a Community Service Office liaison to coordinate service opportunities with local agencies. The committee considers this is best practice.
- Zeta Tau Alpha mandates that every member acquire at least six hours of community service each semester. The chapter schedules weekly service opportunities for members with community partners including Victory House, Habitat ReStore, Broughal Middle School and many more.
- Zeta Tau Alpha hosts a semesterly event for members' parents and families. In the fall, the chapter hosts a tailgate during a home football game. In the spring, the chapter hosts a parents' brunch which doubles as a senior sendoff. The committee recommends adding more structure to these efforts and allowing parents and families the opportunity to learn more about the chapter's operations and successes.
- The committee commends the chapter on a holistic approach to their philanthropy, breast cancer education and awareness. Zeta Tau Alpha excels at all facets including fundraising, serving, reflecting, and educating the campus community. The chapter raised over \$2,000 during Pink Week while also partnering with St. Luke's Hospital to assemble chemo care packages. Zeta Tau Alpha hosted a campus-wide educational workshop, Bright Pink, to share preventative measures for breast and ovarian cancer. The committee considers this a best practice.
- Zeta Tau Alpha strongly encourages members to learn more about their sisters within the Panhellenic and Cultural Greek Council (CGC) communities. All members must attend at least one Panhellenic meeting or an event held by another Panhellenic or CGC sorority. The chapter also hosted a Saturday morning brunch in which every member invited one woman to attend, affiliated or not.
- The chapter has a genuine connection to the Community Service Office and participates in a variety of initiatives including Homework Club, Parents' Night Out, Holiday Hope Chest, and Adopt-A-Family. Additionally, members attended as well as fundraised over \$1,000 for Dance Marathon and Relay for Life.

Chapter Development Question for 2018-2019:

- **How can Zeta Tau Alpha coach other chapters on how to support national philanthropies while balancing the needs of the local community?**

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

Academic & Intellectual Advancement

- Zeta Tau Alpha was ranked ninth out of nine Panhellenic Sororities in the fall 2017 semester with a GPA of 3.30, an increase of 0.06 from the spring 2017 semester. The 3.30 GPA placed the chapter above the All Greek average.

- Zeta Tau Alpha was ranked fifth out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.35, an increase of 0.05 from the fall 2017 semester. The 3.35 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha's spring 2018 new member class GPA was 3.12 ranking eighth out of eight Panhellenic Sororities.
- Zeta Tau Alpha had 34.5% of the chapter on the Dean's List in the fall 2017 semester and 31.8% on the Dean's List in the spring 2018 semester.
- Zeta Tau Alpha utilizes the "Smart Cookie" program to reward members that perform well academically. Additionally, the chapter's "Brag Board" is a platform where sisters can put an outstanding test grade or essay to share their success with the chapter.
- The chapter hosted the Center for Career and Professional Development to provide a workshop. Chapter leadership offered bonus points for members to participate in this discussion focused on career fair manners, attire, and tips to secure internships and jobs.
- The committee commends the chapter on quickly seeking out a new faculty advisor once their previous advisor left the University. Zeta Tau Alpha was successful in recruiting the Director of the Community Service Office which directly responds to a previous chapter development question.
- The chapter pairs younger members of the chapter with an academic "family" comprised of older members within the same major or college. The committee recommends the chapter utilize campus resources to more formally train their academic mentors. This is a repeated recommendation.
- Zeta Tau Alpha participates in a series of online workshops implemented by the 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 committee appreciates Zeta Tau Alpha recognizing the chapter sits at the bottom of the rankings for GPAs within the Panhellenic community. The committee commends the chapter on an exemplary GPA especially with nearly 50% of the membership engaged in STEM fields.

Chapter Development Question for 2018-2019:

- **How can the chapter better showcase intellectual development of members?**

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 2017-2018.
- 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 successfully met occupancy for both the fall and spring semesters.
- The chapter sustained a strong relationship with the chapter's Assistant Director from the Office of Residential Services, Brooke Clayton. The House Manager attended mandatory trainings and meetings.

- 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.
- Zeta Tau Alpha participates in Eco-Reps in order to learn best practices in regards to sustainability and green initiatives. The chapter now collects Keurig cups in order to appropriately recycle them.
- The chapter participated in the Office of Sustainability's Trashion Show, a runway fashion show where models wear outfits made of trash or recyclable materials.
- Zeta Tau Alpha remains one of the few chapters in the Greek community that operate a composter.

Chapter Development Question for 2018-2019:

- **How can Zeta Tau Alpha encourage other chapters in the Greek community to live more sustainably?**

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 2017-2018 Accreditation committee.

Zeta Tau Alpha remains a leading force in the fraternity and sorority community. The committee is thoroughly impressed with the chapter's ability to share reflection and synthesis of learning within the report. The committee notes that while conduct issues are unacceptable, Zeta Tau Alpha's incident in the fall did not overshadow significant contributions that the chapter made to the community. The chapter utilizes a multi-pronged approach to philanthropy including fundraising, serving, reflecting, and educating which is a best practice. The committee challenges Zeta Tau Alpha to think through opportunities to educate the Greek community on how to follow a similar model. As one of the only organizations with two consecutive Accredited with Excellence performances, the committee looks forward to seeing Zeta Tau Alpha serve as a change agent within the community.

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 educate the Greek community on reflection practices?
- How can Zeta Tau Alpha share the application of national risk management policies with other Lehigh chapters to foster a culture of care throughout the community?
- How can Zeta Tau Alpha coach other chapters on how to support national philanthropies while balancing the needs of the local community?
- How can the chapter better showcase intellectual development of members?
- How can Zeta Tau Alpha encourage other chapters in the Greek community to live more sustainably?

Best Practices

- The chapter leadership opens up the last 15 minutes of every Executive Council meeting for general membership to attend, voice concerns and share suggestions. The chapter also utilizes a feedback survey in which members can submit constructive feedback. The committees believes these efforts are why the chapter appears to have strong buy-in from members and considers this a best practice.
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