

## **ALPHA GAMMA DELTA**

### **Accreditation Report**

2018-2019

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

- Alpha Gamma Delta creates inclusive spaces for members by inviting chapter members to executive board meetings.
- Members are encouraged to develop as a part of the larger campus community through participation in campus-wide events and involvement with other organizations. The chapter also takes concerted steps to participate in campus events together.
- The committee commends the chapter on taking initiative to create an abbreviated new member education program. As one of the few sororities that has undertaken this step, the committee recognizes that this leads the way for other chapters.
- The chapter identified a need for a person dedicated to risk management, so the chapter added that responsibility to the Vice President of Wellness role.
- Over the past year, the chapter has undertaken efforts to address mental health and healthy relationships for members.
- The chapter has demonstrated strong efforts for continual improvement, noted particularly by a clear response and follow through of last year's chapter development questions.
- Alpha Gamma Delta instituted one-on-one meetings between new members and the chapter President in the first week of the new member period.
- The chapter initiated all new members who received bids, representing the highest new member retention rate in several years.
- The chapter focused on specific efforts to engage juniors and seniors over the past year. The committee recognizes these strong efforts and commends the chapter on its progress.
- The committee recommends that the chapter consider how it is assessing what is and is not working in your chapter beyond the new member experience.

#### **Chapter Development Question for 2019-2020:**

- **What are Alpha Gamma Delta's next steps in making your chapter more inclusive for all members?**

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

#### **Organizational Operations**

- Alpha Gamma Delta focused on increased transparency with members over the past year.
- The chapter intentionally focused on increasing morale during formal recruitment through strategies such as gathering as a chapter at the end of each day.
- The chapter employed a new officer structure that redistributed responsibilities among new positions.

- The chapter used an abbreviated five week new member plan for positive and constructive feedback and assessed for future improvement.
- The chapter made concerted efforts to bring members' connection across classes. One strategy used was the sister/mother/daughter program.
- The chapter allows multiple avenues for members to raise concerns.
- The committee commends the chapter for learning from other organizations' and International Headquarters' best practices related to risk management.
- The committee commends particular work around the Squirrel Safety System, particularly the work around standards policies.
- The committee commends the chapter for its work with Alpha Gamma Delta IHQ. A member of this chapter serves as the only undergraduate on the Alpha Gamma Delta IHQ committee focusing on harm prevention. The chapter has also been selected as a pilot chapter, and has contributed to guidelines for chapters across the country. This chapter appears to be a strong leader within Alpha Gamma Delta as an international organization.
- The chapter is continuing efforts to focus on a culture of accountability. Substantial efforts were undertaken to identify clear consequences for violation of standards.
- The chapter worked closely with Alpha Gamma Delta IHQ to understand policies and apply them appropriately.
- The chapter has been thoughtful about what change meant for them and they have tailored roles to meet needs.
- The committee recommends discussion of the process for updating bylaws. The process was not described, so the committee wants the chapter to be sure that bylaws are updated with organizational changes.
- The committee recommends that the chapter consider setting goals more than one year out in an efforts to strategically plan for the organization. There are lots of great campus resources to help with this.

#### **Chapter Development Question for 2019-2020:**

- **How have organizational changes impacted Alpha Gamma Delta and what does your assessment tell you are appropriate next steps?**

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

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

- Alpha Gamma Delta supports other organizations and participation in campus events and offices.
- Zeta Beta groups were designed to foster interaction across the chapter and in campus events. These groups attend events on a rotating basis and are randomly assigned to boost interaction across the chapter.
- The chapter placed a particular focus on inclusion events over the past year. The chapter has also taken advantage of learning in other spaces to bring back to the chapter. For example, the chapter applied learnings about trans-inclusion from a program to foster discussion among chapter related to their own organization's policies.

- The chapter has placed a focus on expanding previous service oriented events, while also developing new ones.
- Alpha Gamma Delta's national philanthropy changed last spring so the chapter's focus and efforts increased over the past year. Key events and programs included: focus on hunger and food insecurity in South Bethlehem, weekly cooking club at Broughal Middle School, fall work with Hispanic Center and a Poverty Simulation with the chapter.
- The Cooking Club is a particularly notable element of service. The consistency of service and relationship building in the community is a real strength.
- Connecting service to need has helped increase understanding across the chapter.
- The chapter was recognized nationally as a Jewel chapter for fundraising.
- The committee recommends that the chapter consider ways to develop relationships with non-Greek student organizations to develop meaningful partnerships. You have an opportunity to be campus leaders in this area.
- The committee recommends that the chapter consider ways to engage alumnae and talk about service as a part of your chapter.
- The committee recommends that the chapter consider food insecurity on campus as well as in the community.
- The committee recommends that the chapter consider incorporating reflection to service learning experiences. The Community Service Office could be a great resource to help with developing this practice.

#### **Chapter Development Question for 2019-2020:**

- **How can Alpha Gamma Delta make more meaning of your service and community engagement experiences?**

In the area of **Community Service & Engagement**, the committee rated Alpha Gamma Delta to be an **Accredited with Excellence Chapter**.

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

- Alpha Gamma Delta was ranked second out of eight Panhellenic Sororities in the fall 2018 semester with a GPA of 3.50, an decrease of 0.01 from the spring 2018 semester. The 3.50 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Gamma Delta was ranked first out of eight Panhellenic Sororities in the spring 2019 semester with a GPA of 3.50, consistent with their average from the fall 2018 semester. The 3.50 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Gamma Delta's fall 2018 new member class ranked third out of three Panhellenic Sororities. Alpha Phi had one new member for fall 2108 and grades are not reported for the chapters who have one member or new member per FERPA. Alpha Gamma Delta's spring 2019 new member class GPA was 3.33 ranking second out of eight Panhellenic Sororities.
- Alpha Gamma Delta had 49.4% of the chapter on the Dean's List in the fall 2018 semester and 40.6% on the Dean's List in the spring 2019 semester.
- This is a strong area for Alpha Gamma Delta. It is clear that the chapter takes academic work very seriously.
- The committee commends the early focus on academics during the recruitment process.

- The committee recommends that the chapter consider how to connect service with intellectual development. For example, you might consider learning about food security on an intellectual level.
- The committee recommends inviting faculty members to the chapter house to strengthen those relationships.

#### **Chapter Development Question for 2019-2020:**

- **How can the chapter link intellectual development with philanthropic work around service?**

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

#### **Facilities Management**

- Alpha Gamma Delta had no common damages for 2018-2019.
- Alpha Gamma Delta managed openings and closings with no issues.
- Alpha Gamma Delta passed life safety inspections and fire drills with zero violations.
- The chapter successfully met the 90% occupancy stand in the fall 2018 and spring 2019 semesters at 116% and 111% respectively.
- The chapter's House Manager did an excellent job acting as a liaison between the chapter and Housing Services.
- The chapter made efforts to strengthen the relationship with their chef through the work of the food committee.
- The committee commends the efforts to reduce food waste and boost transparency.
- The committee recommends identifying ways to share best practices with others. The staff who work in the house are partners in the living experience, so it would be worthwhile to consider ways to meaningfully engage.

#### **Chapter Development Question for 2019-2020:**

- **How can the chapter truly engage with staff who work in the chapter house?**

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

#### **Overall Rating**

**Overall, Alpha Gamma Delta has been rated an Accredited with Excellence chapter by the 2018-2019 Accreditation committee.**

Alpha Gamma Delta has demonstrated performance that achieves a level of excellence in all categories of Accreditation during the 2018-2019 academic year. The committee urges the chapter to continue striving for excellence in future efforts, and to find ways to encourage this level of achievement as members of the larger Greek community.

**The Accreditation committee assigns Alpha Gamma Delta 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**

- What are Alpha Gamma Delta's next steps in making your chapter more inclusive for all members?
- How have organizational changes impacted Alpha Gamma Delta and what does your assessment tell you are next steps?
- How can Alpha Gamma Delta make more meaning of your service and community engagement experiences?
- How is the chapter truly engaging with staff who work in the chapter house?

#### **Best Practices**

- The committee notes the chapter's involvement with Alpha Gamma Delta Headquarters and leadership at a national level as a best practice.
- The committee notes the abbreviated new member program as a best practice.
- The committee notes that the consistency of service and relationship building in the Cooking Club is a best practice for service efforts.