

ALPHA PHI

Accreditation Report
2018-2019

Leadership & Member Development

- Alpha Phi's Vice President of Recruitment served on the Panhellenic Executive Board during the 2018-2019 academic year.
- Alpha Phi held weekly meetings to connect and engage their membership where they encouraged sisters to try new things. They also held Ivy events where they brought in the offices of Center for Academic Success and Gender Violence, Education and Support. The chapter also held a trans-inclusion workshop to incorporate campus resources into the chapter. 83 of the 103 members are involved outside the chapter.
- Alpha Phi expanded the Myers-Briggs Type Indicator survey for all members which was recommended by the committee last year in order to help with personal development.
- The chapter continues to develop their members in the area of connecting with their ritual and creed by having breakout discussions.
- The committee commends the chapter for changing their election process this year by altering their slating process for two members of each class (advisor and president). The entire chapter is allowed to vote, which provides more intentional and efficient elections. Appointed positions are available for all members, allowing for the distribution of responsibility amongst the members.
- The committee continues to recommend that their members take on leadership roles in different areas on campus. The chapter should also continue the Ivy events and bring in various campus partners.

Chapter Development Question for 2019-2020:

- **How can Alpha Phi share meaningful connections in campus involvement with their chapter beyond the surface-level interactions?**

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

Organizational Operations

- Alpha Phi's Judicial Board held practice sessions to ask questions and revise their bylaws to be more available to all. After being held accountable for social media infractions, all members were held accountable to a social media contract which focused on content and root causes to understand the source of actions. In reaction to these infractions, the chapter sought guidance and assistance, and recognized the importance of working with Panhellenic to change the competitive atmosphere.
- Alpha Phi sisters attended the Piazza Anti-hazing event, as well as streamed the event in the chapter house. In addition to this event, they met with the Lehigh University Police Department to discuss laws and how they affect the chapter. They implemented a zero-tolerance hazing policy that fosters respect, inclusivity and equality.
- The committee commends their Judicial Board practices that sought to eliminate confusion as well as being willing to terminate membership if needed.

- The committee recommends that the chapter continues to build upon values-based recruitment and create tools to measure their own success.
- Alpha Phi experienced multiple recruitment infractions for bid promising. While the organization tried to reason that these practices are common across Panhellenic organizations, Alpha Phi needs to reflect on its practices this year and take responsibility for their actions. While sisters completed the social media contract as part of their sanctions, there is an opportunity to expand beyond a one-time signature to include educating the organization.

Chapter Development Question for 2019-2020:

- **How can Alpha Phi's Executive Board work to instill a sense of responsibility across the chapter?**

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

Community Service & Engagement

- Alpha Phi worked to broaden and increase involvement in this area by requiring 10 hours of service each semester. They prioritized direct service and how it provides a lasting impact. The sense that service is not just something to be checked off was made a top priority. All members completed this new service hour requirement.
- Alpha Phi believes that generosity is a core value of sisterhood. In order to serve both the Lehigh and Bethlehem communities, they held multiple events to raise funds for their philanthropies. They held a flag football tournament which raised over \$1000. The chapter also held multiple events to education and engage around women's cardiac health with their Red Dress Gala raising over \$16,000.
- Alpha Phi direct service hours focused on connecting with new organizations and their community. For their Lehigh community, they made snack bags with Homework Club, participated in the Red Sands Project with the Center for Gender Equity, participated in Dance Marathon and Alpha Epsilon Pi's Southside Clean Up, among others. In the greater Bethlehem Community, Alpha Phi saw the value in serving other women and made cards at the Cederbrook Nursing Home, along with enhancing their alumnae engagement through multiple events including a fall visit and networking during the Lehigh/Lafayette weekend.
- The committee commends changing the hour requirement for direct service, as well as seeking more involvement with their alumnae board.
- The committee recommends for the group to look to include the rest of campus in the Red Dress Gala and to review their Cardiac Arrest event to ensure inclusivity and thoughtfulness. Also, there were concerns about a service event with a fraternity where the organization supposedly held a feminine product drive for a veteran's shelter for men. The committee encourages the organization to review information for accuracy.
- The committee recommends that the chapter educate themselves on the differences between philanthropy, volunteerism and service while utilizing campus resources to develop a meaningful service plan.

Chapter Development Question for 2019-2020:

- **How can Alpha Phi further educate and develop their members on philanthropy before focusing on the campus service events?**

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

Academic & Intellectual Advancement

- Alpha Phi was ranked first out of eight Panhellenic Sororities in the fall 2018 semester with a GPA of 3.51, an increase of 0.05 from the spring 2018 semester. The 3.51 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi was ranked fifth out of eight Panhellenic Sororities in the spring 2019 semester with a GPA of 3.44, a decrease of 0.07 from the fall 2018 semester. The 3.44 GPA placed the chapter above the All Sorority and All Greek average.
- Alpha Phi's new member class GPA was 3.22 for spring 2019 ranking third out of eight Panhellenic Sororities.
- Alpha Phi had 51.9% of the chapter on the Dean's List in the fall 2018 semester and 30.8% on the Dean's List in the spring 2019 semester.
- Alpha Phi holds scholarship workshops around the bLUeprint student life curriculum and incorporates Lehigh support resources with peer tutoring.
- The committee commends the academic achievement of the chapter.
- The committee recommends the mentoring opportunity to expand beyond major-specific and focus on the academic year.

Chapter Development Question for 2019-2020:

- **How can Alpha Phi incentivize events and academics beyond gifts?**

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

Facilities Management

- Alpha Phi's common damages for the year were \$250.00.
- Alpha Phi had some minor issues at Winter Break closing.
- Alpha Phi passed life safety inspections and fire drills with zero violations.
- Alpha Phi successfully met the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 133% and 130% respectively.
- The chapter made several renovations to their house over the summer and gave their previous furniture to Alpha Epsilon Pi. They also added recycling bins with signs and moved to metal utensils to reduce plastic usage.

Chapter Development Question for 2019-2020:

- **How can Alpha Phi build a strong relationship with their house corporation?**

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

Overall Rating

Overall, Alpha Phi has been rated an Unaccredited chapter by the 2018-2019 Accreditation committee.

Alpha Phi had a difficult year in several key areas of operations, including Organizational Operations and Community Service and Engagement. While other areas of chapter operations were acceptable, overall the chapter did not meet the minimum standards that Lehigh University has set for its chapters. The panel hopes that Alpha Phi can use the upcoming year to change the chapter culture in these key areas and become an exemplary chapter in the Greek community.

The Accreditation committee assigns Alpha Phi 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 Alpha Phi share meaningful connections in campus involvement with their chapter beyond the surface-level interactions?
- How can Alpha Phi's Executive Board work to instill a sense of responsibility across the chapter?
- How can Alpha Phi further educate and develop their members on philanthropy before focusing on the campus service events?
- How can Alpha Phi incentivize events and academics beyond gifts?
- How can Alpha Phi build a strong relationship with their house corporation?