

## **LAMBDA THETA ALPHA**

### **Accreditation Report**

2018-2019

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

- Lambda Theta Alpha takes advantage of campus programs. As an example, the chapter has demonstrated strong participation in LeaderShape and events hosted by other organizations.
- The chapter participates in monthly meetings with other Pennsylvania chapters.
- The chapter is engaged with its area board to be sure all new member activities are in line with bylaws.
- The chapter redesigned orientation and included a specific area of focus around self-care. This effort reinforces the priorities of membership: family first, school second, Lambda Theta Alpha last.
- The committee recognizes the work of the chapter in sharing best and failed practices with new sisters.
- The committee notes that the chapter helps new sisters to learn through observation and hands on practice through event planning and active participation. One example is that the chapter holds practice informationals to prepare for Accreditation and recruitment efforts. These practical experiences cultivate leadership in members.
- The committee commends the chapter for seeking balance for members given heavy levels of involvement and a busy chapter schedule. This was demonstrated by paying attention to peaks and valleys in individual schedules and providing support to members. The delegation task sheet eases planning and assists with time management.
- The committee commends the chapter for being able to discuss tangible examples of learnings from each conference and experience they attended.
- The committee recommends that the chapter plan ahead for how you scale this experience for a larger chapter, considering the projected growth of the organization.

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

- **As your chapter grows, how you adjust your approach from your current ability to being highly individual to the more collectively focused approach that will come with a larger 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 added three new members in spring 2019.
- The chapter participates in chapter and alumni retreats.
- The chapter maintains active communication with alumnae.
- The chapter engages in good organizational habits, such as weekly chapter meetings with an agenda created prior and shared with all sisters. Each chapter meeting begins with a “weather forecast” to assess the well-being of chapter members. Each meeting closes with a

sisterhood bonding activity. Special meetings are conducted when planning for large scale events.

- The chapter makes use of organization tools, such as Google calendar, to create shared meeting times and show how busy everyone's week is.
- The chapter employed a new delegation task sheet method this year.
- The chapter shares and practices use of organization strategies with new members early on so they learn and make use of these strategies.
- When budgeting for events, the chapter plans by identifying those things are "wants", "haves" and "needs." Budgets are comprehensive and created prior to requesting co-sponsorship.
- The chapter utilizes Open Espressos, Informationals and PC Socials to educate and build membership. Socials are scheduled to occur at least twice a month.
- The chapter uses GroupMe and other social media to build connections with potential candidates.
- The committee commends the chapter on strong onboarding practices for new members.
- The committee commends the chapter's membership growth. The chapter grew from two active members last semester to seven at the time of this year's Accreditation process.

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

- **How can Lambda Theta Alpha begin to document organizational processes in a way that contributes to the sustainability of an organization that is growing and whose membership will continue to change over time?**

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 highly involved in Lehigh's Cultural Greek Council.
- The chapter is engaged with Community Service Office events.
- Over the past year, the chapter has strengthened efforts to build partnerships across the community. They have solicited and extended support with other Cultural Greek Council, Interfraternity Council and Panhellenic organizations. The chapter has cultivated partnerships with campus offices, as well as an external partnership with Turning Point.
- The chapter has sought out relationship building opportunities with other organizations.
- The chapter engaged the community through events such as: The Appropriation is not Appreciation 5x10, Mr. Burgundy and Grey and participation in Cultural Greek Council Yard Shows.
- The chapter strives to impact change in the larger Greek community through leading by example and participating as a member of the larger community. Chapter members voluntarily attend Interfraternity Council meetings to engage and share perspective.
- The chapter's work around philanthropy is considered a best practice. The chapter works on chapter and national philanthropy intentionally all year long. The chapter engages in learning about philanthropy, as well as executing philanthropic programming successfully.

- The committee commends the chapter for strong performance in service. The spirit of service is clearly genuine for Lambda Theta Alpha, and partnerships are seen as ongoing opportunities for relationship building. The chapter is mindful of why they do service work.
- The committee commends the chapter's thorough new member education plan. The plan was developed in an effort to be transparent and avoid any appearance of hazing, which demonstrates learning from past experience.
- The committee encourages the chapter to consider at what point partnerships can pay off in terms of deepening work by partners, rather than Lambda Theta Alpha carrying the burden of leading the charge on so many service and awareness efforts.
- The committee recommends that the chapter consider connection with Dr. Brooke DeSipio in Gender Violence Education and Support to advance efforts around domestic violence.

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

- **How can the chapter intentionally incorporate reflection into your service?**

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

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

- Lambda Theta Alpha was ranked first out of two Cultural Greek Council sorority chapters in the fall 2018 semester with a GPA of 3.38, an increase of 0.82 from the spring 2018 semester. The 3.38 placed the chapter above the All Greek average.
- Lambda Theta Alpha was ranked second out of two Cultural Greek Council sorority chapters in the spring 2019 semester with a GPA of 3.31, a decrease of 0.07 from the fall 2018 semester. The 3.31 placed the chapter above the All Greek average.
- Lambda Theta Alpha's spring 2019 new member class GPA was 3.82 and was the only Cultural Greek Council sorority to conduct new member education.
- Lambda Theta Alpha had 50% of the chapter on the Dean's List in the fall 2018 semester and 42.9% on the Dean's List in the spring 2019 semester.
- The chapter has demonstrated a strong focus on learning styles of members.
- The chapter has utilized alumnae connections to build internship opportunities.
- The chapter has made strong use of resources on campus.
- The chapter has developed strong work in this area through academic action plans, which attend to learning styles, time management, stress and anxiety management.
- The chapter has worked to retain active sisters, while also balancing need for time away from the organization to focus on academics. Efforts for sister bonding and self-care also support academic success.
- The committee commends the chapter's improved use of faculty and staff advisors. Rita Jones and the Office of Fraternity and Sorority Affairs staff advisor were used as resources to help with chapter issues.
- The chapter sees academic and intellectual development as more than solely focusing on study hours.
- The committee commends the chapter's acknowledgement that people learn differently.

- The committee encourages the chapter to bring in professional support for things like Meyers Briggs.
- The committee recommends that the chapter continually evaluate use of resources, including the full complement of alumnae and university resources.
- The committee recommends that the chapter consider bridging more into intellectual development, beyond just academics.

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

- **How can Lambda Theta Alpha take from knowledge of how you learn and use that to stimulate intellectual curiosity?**

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 2018-2019 Accreditation committee.**

Lambda Theta Alpha has demonstrated a strong commitment to improving performance in all areas of operations. Perhaps most outstanding in their performance is the commitment to well-being of members. Organizational priorities and value are clearly the driver of the activities that Lambda That Alpha undertakes.

**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**

- As your chapter grows, how do you adjust your approach from your current ability to being highly individual to the more collectively focused approach that will come with a larger chapter?
- How can Lambda Theta Alpha begin to document organizational processes in a way that contributes to sustainability of an organization that is growing and whose membership will continue to change over time?
- How can the chapter intentionally incorporate reflection into your service?
- How can Lambda Theta Alpha take from knowledge of how you learn and use that to stimulate intellectual curiosity?

#### **Best Practices**

- The chapter's work around philanthropy is considered a best practice. The chapter works on chapter and national philanthropy intentionally all year long. The chapter engages in learning about philanthropy, as well as executing philanthropic programming successfully.