

ZETA TAU ALPHA

Accreditation Report
2018-2019

Leadership & Member Development

- Zeta Tau Alpha's Chapter President withdrew from the chapter earlier in the year, necessitating executive board changes. This sparked the new EC board initiating changes, such as increasing communication and transparency. Work was committed to team building, goal setting and reflection.
- The chapter's new member experience has been focused on building sisterhood and bonds across years.
- The chapter engaged with campus resources for development.
- Zeta Tau Alpha's hazing prevention efforts were enhanced through participation in the Piazza event, as well as dialogue about building relationships without hazing.
- Zeta Tau Alpha members are all involved on campus outside of the chapter. 40% of members hold leadership positions.
- Chapter members attend leadership conferences, including the Officer Leadership Academy and the Emerging Leaders Academy. The chapter was recognized at Zeta Tau Alpha National Convention last year.
- The chapter invests time and resources in relationship building. The continued involvement of seniors supports the idea that relationships are strong.
- The committee recommends that the chapter identify ways to discuss how ritual is part of the organization.

Chapter Development Question for 2019-2020:

- **In what ways can you develop the role of ritual in your chapter?**

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's Executive Council meets weekly. Each meeting includes a team building activity. They create a weekly list of responsibilities and communicate through shared technology tools.
- Zeta Tau Alpha used the FIRE method for planning, considering plans through the filters of Fulfill, Improve, Replace and Eliminate.
- Executive Council meetings have an open door time. This was enhanced last semester by sending a reminder during the meeting and physically opening the door during that portion of the meeting.
- The chapter's financial model includes budgeting for positions, accountability for individuals and attention to socioeconomic concerns to make membership accessible. Reduced dues are available to members who study abroad. The chapter works with their headquarters for budgeting practices.

- The chapter has engaged a risk reduction philosophy. They have created effective social policies for events and hosted a presentation from BTS about bystander intervention. The chapter explains their risk management policies to fraternities they have events with and hold guests accountable to the policy.
- The committee commends the accountability structure that the chapter employs for financials. Elevating the financial role to a development opportunity for members is commendable.
- The chapter engages in a routine review of bylaws and invite input from general members.
- The committee encourages you to be sure that you're articulating your goals clearly for your members and audiences.
- The committee encourages you to consider areas you think you can improve in recruitment, particularly in light of the 10 point plan.

Chapter Development Question for 2019-2020:

- **How can Zeta Tau Alpha share strategies for member investment in the wider 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 has participated in numerous campus and community events. They highlighted participation in Greek Allies workshops and Paint Away Stereotypes with Lambda Theta Alpha. The chapter encourages member attendance at other philanthropic and educational events.
- The chapter uses spirit groups and team building activities to build connection within and across member classes.
- The chapter focuses on demonstrating appreciation for seniors, as well as engagement with parents and families.
- The chapter focuses connections with alumnae around connections and engagement.
- Zeta Tau Alpha awards Panhellenic points for attending events hosted by other organizations.
- The chapter allocates budget dollars to support chapter member participation in other events to eliminate financial limitations for individuals.
- The chapter doubled their philanthropic fundraising over the past year. They raised \$4000 during Pink Week. The chapter engaged in efforts to connect with other offices and organizations, including the Community Service Office, the Bethlehem community, Victory House. The St. Luke's chemotherapy care packages were a new initiative.
- Zeta Tau Alpha reached out to other Panhellenic and Cultural Greek Council sororities to offer breast cancer education sessions.
- The committee commends the chapter for connection efforts with alumnae. The chapter communicates with their alumnae through newsletters, Facebook pages and a LinkedIn group.
- The chapter connects philanthropy to community service. The St. Luke's chemotherapy care package program links philanthropy with service.

- The committee encourages the chapter to consider sustainability of relationships with organizations. For example, how will you remain connected to BTS as membership and involvement in that organization changes?

Chapter Development Question for 2019-2020:

- **How can Zeta Tau Alpha explore opportunities to connect in more ways with alumnae?**

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

Academic & Intellectual Advancement

- Zeta Tau Alpha was ranked sixth out of eight Panhellenic Sororities in the fall 2018 semester with a GPA of 3.36, an increase of 0.01 from the spring 2018 semester. The 3.36 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha was ranked eighth out of eight Panhellenic Sororities in the spring 2019 semester with a GPA of 3.33, a decrease of 0.03 from the fall 2018 semester. The 3.33 GPA placed the chapter above the All Greek average.
- Zeta Tau Alpha's fall 2018 new member class GPA was 3.27 ranking first out of three Panhellenic Sororities. Zeta Tau Alpha's spring 2019 new member class GPA was 3.14 ranking eighth out of eight Panhellenic Sororities.
- Zeta Tau Alpha had 35.9% of the chapter on the Dean's List in the fall 2018 semester and 39.6% on the Dean's List in the spring 2019 semester.
- Zeta Tau Alpha has created new and revamped programs over the past year.
- The chapter used academic families with sisters who have the same area of study or major.
- The chapter works with the Center for Academic Success on time management, study skills and mentoring.
- Zeta Tau Alpha began work this year to acknowledge academic improvement, rather than just "A" level work. In addition, a focus on recognition related to professional accomplishments was reinforced.
- The chapter increased its academic probation level to a 2.5 GPA.
- The chapter fosters commitment to academics as part of its culture.
- Half of the chapter's members are STEM majors.

Chapter Development Question for 2019-2020:

- **Thinking forward, how do you continue on this path of improvement?**

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

Facilities Management

- Zeta Tau Alpha had no common damages for 2018-2019.
- 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 the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 124% and 138% respectively.
- The chapter fosters a positive relationship with their chef and his family. One strategy they use to do this is Chef Appreciation Week.
- The chapter practices accountability for caring for the house. They conduct house chores each week and work with headquarters on furnishings.
- The chapter uses sustainable practices, like composting and K Cup recycling.
- The committee encourages you to share positive practices with others in the community. Particular commendation is directed towards the positive relationship fostered with your chef.

Chapter Development Question for 2019-2020:

- **What are the next steps in the positive direction for your care and attention to the area of facilities management?**

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 2018-2019 Accreditation committee.

Zeta Tau Alpha has demonstrated exceptional performance over the past year. The committee wishes to acknowledge the strong follow through on chapter development questions from last year. These questions clearly serviced as a guiding force in decision making over the past year.

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

- Thinking forward, how do you continue on this path of improvement?
- In what ways can you develop the role of ritual in your chapter?
- How can Zeta Tau Alpha explore opportunities to connect in more ways with alumnae?
- How can you share your strategies for member investment in the wider community?
- What are the next steps in the positive direction for your care and attention to the area of facilities management?

Best Practices

- The focus on quality over quantity in regards to programming and organizational practices is a best practice.
- The alumnae LinkedIn connection is a best practice.

- Understanding of the relationship between service and philanthropy is a best practice.
- Ongoing assessment and improvement of risk management efforts is a best practice.