

Alpha Phi

Accreditation Report

2021-2022

Leadership & Member Development

- Alpha Phi has an event sheet with multiple opportunities for members to attend. The chapter created an action plan with Chad Williams from the Office of Multicultural Affairs (OMA).
- Alpha Phi met with the Center of Gender Equity (CGE) to create workshops geared toward the chapter and its needs.
- Alpha Phi seems to understand the overall scope of Diversity, Equity and Inclusion (DEI), which is more than “race”, but about inclusive practices and languages that are crucial to creating a more inclusive environment. The chapter should be commended for partnering to host the following programs: Understanding self and others (diverse identities, language, and dealing with microaggressions) How to be an Ally with DPE, Gender Identity Workshop.
- Alpha Phi supports its members' ambitions by using its resources to send members to conferences outside of their nationally led ones.
- Alpha Phi’s focus on values-based recruitment, in collaboration with their IHQ, ensures that the chapter utilizes language to be more inclusive of gender and identities in order to create a more inclusive environment.
- Alpha Phi was in lockstep with their IHQ as Education Leadership Consultants (ELC) were periodically at Lehigh to conduct to educate and develop new members.
- Alpha Phi implemented inclusion initiatives; these were based on the results of conversations held during workshops.

Chapter Development Questions for 2022-2023:

- Given the great work done by the chapter in DEI, how will the chapter follow up on what the chapter has done in that space?

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

Organizational Operations

- The chapter, after having discussions that stemmed from COVID, implemented flexible payment plans for members in need of assistance. The chapter also kept dues at a reduced rate.
- With consultation from their ELC, the chapter created a high ideals chapter plan, this plan included the implementation of the holistic points system which was utilized for promoting member success.
- Alpha Phi created an extensive weekly newsletter containing a substantial event/program/activity list for members to participate in. The chapter also created utilized GroupMe, shared G-Suite drives, and shared calendars to communicate with members and keep all chapter documents and members up to date with chapter business.
- In collaboration with their ELC, Alpha Phi revamped its judiciary board. The chapter held more open conversations, care meetings for members dealing with mental health issues/concerns, and even held mock j-board during chapter meetings to educate members about holding each other accountable.

- In order to place an emphasis on individual member accountability, the chapter places an emphasis on positive reinforcement instead of negative consequences. Additionally, chapter members have access to all Lehigh and Alpha Phi rules and policies.
- Alpha Phi focused on establishing a relationship with campus departments and partnership with faculty and staff advisors.

Chapter Development Questions for 2022-2023:

- How will the chapter maintain its momentum given the recent level of assistance received from IHQ?

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

Community Service & Engagement

- Alpha Phi's major philanthropies were its Heart Health Week which raised \$1,726 and its Red Dress Gala which raised \$9,945; collectively the chapter raised over \$12,000.
- Alpha Phi has a community service requirement of five hours per member and should consider increasing this number to have more of an impact in the community. The chapter volunteered at the Bethlehem Public library, CSO Drive, Hawkathon, Spooktacular, Southside Clean Up, Spring Fling, Relay for Life raising over \$1200, and Holiday Hope Chest.

Chapter Development Questions for 2022-2023:

- Would it benefit the chapter to develop a robust community service plan with the Community Service Office?

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

Academic & Intellectual Advancement

- Alpha Phi was ranked fifth out of eight Panhellenic Council chapters in the fall 2021 semester with a GPA of 3.45, a decrease of 0.09 from the spring 2021 semester. The 3.45 GPA placed the chapter above All Greek, but below All Sorority and All Panhellenic averages.
- Alpha Phi was ranked seventh out of eight Panhellenic Council chapters in the spring 2022 semester with a GPA of 3.44, a decrease of 0.01 from the fall 2021 semester. The 3.44 GPA placed the chapter above All Greek, but below All Sorority and All Panhellenic averages.
- Alpha Phi's spring 2022 new member class GPA was 3.44 ranking fourth out of eight Panhellenic Council chapters.
- Alpha Phi had 41.5% of the chapter on the Dean's List in the fall 2021 semester and 43.5% on the Dean's List in the spring 2022 semester.
- The chapter routinely sends out calendar/time management templates from IHQ to the members.
- Alpha Phi incentivizes high-performing members of the chapter through their program "Phi's Get Degrees." Members who are high-performing are entered into a drawing to receive a gift card (to black-owned businesses), smart cookies (end of chapter gifts), and chapter shoutout for good marks in classes.
- Alpha Phi plans to create a mentor/mentee partnership within the chapter for members who have the same major.

Chapter Development Questions for 2022-2023:

- Which offices could the chapter partner with to bolster the overall academic plan for the chapter?

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

Facilities Management

- Alpha Phi had no common damages for 2021-2022.
- Alpha Phi managed openings and closings with no issues, although chapter did not have all resident room keys picked up by Fall semester deadline.
- Alpha Phi had one candle policy violation during the year.
- The chapter created a new position to bolster the goals for the chapter, Assistant House Manager. The role will focus on the cleaning system within the chapter facility, green initiative, and in-house events.

Chapter Development Questions for 2022-2023:

- Will the Eco-Rep and the Assistant Housing Manager work in collaboration to maintain the sustainability goals of the chapter?

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 Accredited with Excellence chapter by the 2021-2022 Accreditation committee.

Alpha Phi has made tremendous progress as a chapter over the last couple of years. Alpha Phi has become an example of an exemplary chapter within the Greek community at Lehigh University. Alpha Phi has maintained a strong relationship with their IHQ which has aided in the success of the chapter. Alpha Phi has become a collaborative force on campus utilizing IHQ and university resources to create programs and initiatives that align with the overall mission of the organization.

The Accreditation committee assigns Alpha Phi 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

- Given the great work done by the chapter in DEI, how will the chapter follow up on what the chapter has done in that space?
- How will the chapter maintain its momentum given the recent level of assistance received from IHQ?
- Would it benefit the chapter to develop a robust community service plan with the Community Service Office?
- Which offices could the chapter partner with to bolster the overall academic plan for the chapter?
- Will the Eco-Rep and the Assistant Housing Manager work in collaboration to maintain the sustainability goals of the chapter?

Best Practices

- The marketing aspect that the chapter focused on and implemented was done well.
- The chapter utilizes campus resources for the mental health aspect in an interconnected way within their chapter operations and position designation.
- The uses MailChimp to assess newsletters, and members were able to stay informed about the chapter updates.
- The Mock j-board is a great best practice, members are exposed to how the chapter holds members accountable.