

## Pi Beta Phi

Accreditation Report  
2022-2023

### Leadership & Member Development

- The chapter implements a comprehensive membership development plan, starting from Bid Day and continuing through graduation, which includes New Member Education Plan, online courses, weekly meetings, and workshops on topics such as DEI, gender violence, alcohol, and anti-hazing.
- New members are assigned Beta Buddies as mentors until they are paired with their big sisters, providing a support system and guidance throughout their initial period in the chapter.
- Sisterhood events, such as a Door Decorating Event, apple picking, Senior Stringing Event, Sushi Making Inclusion Night, and Skyzone sisterhood event, are regularly organized to foster bonding and friendship among members.
- Pi Beta Phi emphasizes values alignment and communication through workshops and programming, including Leading with Values workshops on mental health and supporting others during a crisis, which promote vulnerability, respect, and sincere friendship among members.
- The chapter emphasizes attending IHQ programming, with officers completing training and attending virtual meetings and in-person programs like the Leadership Institute and College Weekend to enhance leadership skills, collaborate with other members, and gather ideas for chapter improvement.
- Members are actively involved in campus organizations and leadership roles outside Pi Phi, contributing to personal growth, expanding knowledge, and bringing valuable experiences back to the sorority. This includes involvement in EcoReps, Global Social Impact Fellowships, and Peer Health Advisors, demonstrating a commitment to environmental sustainability, social impact, and community well-being.

### Chapter Development Questions for 2023-2024:

- What steps can Pi Beta Phi take to improve our chapter's leadership development programs and initiatives to better equip members for leadership roles within and outside the organization?
- How can Pi Beta Phi increase member engagement and participation in chapter activities and initiatives?
- How can Pi Beta Phi strengthen its organizational culture and ensure all members are included and supported? What steps can be taken to align the organization's values with this goal?

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

### Organizational Operations

- Pi Beta Phi conducts an annual revision of bylaws, with changes presented to the chapter and suggestions for additions or modifications accepted during office hours with the Vice President of Operations.
- The chapter revised and voted on updated bylaws in Fall 2022 to reflect post-pandemic changes and anticipates further updates aligned with national changes at the Pi Beta Phi Convention.
- Financial education is prioritized, with weekly finance tips presented during chapter meetings and financial transparency provided to potential new members during recruitment.
- The chapter emphasizes accountability and well-being through an operational standards/judicial process, regular check-ins with the Member Conduct Committee, and raising awareness about the positive use of MCC.
- The chapter informs members about Lehigh University's Code of Conduct, policies, and OFSA expectations through regular reviews, emergency procedures discussions, and educational sessions on alcohol awareness and medical amnesty.

- Executive Board and Chapter meetings are held weekly, with meeting minutes taken and shared for those unable to attend, and joint meetings with the Alumnae Advisory Council to ensure progress and goal completion.
- Workshops and seminars are organized to address mental health needs, support strategies, and safety and promote open discussions among members, fostering deeper connections and upholding the values of sincere friendship and respect.
- Inclusive, equitable, and values-based recruitment processes are prioritized, eliminating special consideration for legacies to ensure fairness and promote diversity among potential new members.

#### **Chapter Development Questions for 2023-2024:**

- What are some ways for Pi Beta Phi to increase engagement and participation within the chapter?
- What measures can be taken by Pi Beta Phi to improve the level of communication and collaboration among its members?
- What steps can Pi Beta Phi take to promote a chapter culture that is supportive, inclusive, and aligned with the organization's values?

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

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

- Pi Beta Phi organized a workshop on Philanthropy versus Service to enhance their members' knowledge and comprehension of the variations and advantages.
- Pi Beta Phi participated in various community service activities such as Harvest on the Hill, creating Halloween-themed snack bags for Homework Club and Spooktacular, a book drive, and a kickball game at Broughal Middle School.
- Detailed development service plan for the spring semester, including four service activities: Heritage Night, Press PAWS Night, after-school activities at Broughal Middle School, and serving dinner at Victory House Food Pantry.
- Members incentivized participation in service events through a points system and tracked attendance through in-person check-ins or event photos.
- Pi Beta Phi established strong connections with Fountain Hill Elementary and Broughal Middle School, providing ongoing support and engagement with students.
- Pi Beta Phi hosted philanthropy events, including Pi Beta Phi Pentathlon and Lemonade for Literacy, raising the Friendship Fund and Literacy Fund funds.
- Pi Beta Phi expanded advocacy efforts through Lemonade for Literacy, raising awareness about childhood literacy with literacy facts displayed on cups.
- Pi Beta Phi collaborated with Hawkathon and organized a virtual book drive to support the Children's Hospital of Philadelphia, raising \$325 for toys and books.

#### **Chapter Development Questions for 2023-2024:**

- What measures can Pi Beta Phi implement to enhance the leadership skills of its members at the chapter level?
- How can Pi Beta Phi improve chapter engagement and increase participation in philanthropic and social events? What strategies can be implemented?
- What steps can Pi Beta Phi take to create a chapter environment that is more inclusive and supportive, thereby promoting the well-being and success of all its members?

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

### **Academic & Intellectual Advancement**

- Pi Beta Phi was ranked 3rd out of eight sororities in the fall 2022 semester with a GPA of 3.54, an increase of 0.03 from the spring 2022 semester. The 3.54 GPA placed the chapter above the All Greek, All Sorority, and All Panhellenic averages.
- Pi Beta Phi was ranked 4 out of 8 in the spring 2023 semester with a GPA of 3.48, a decrease of .08 from the fall 2022 semester. The 3.48 GPA placed the chapter above the All Greek, All Sorority averages and at the All Panhellenic averages.
- Pi Beta Phi's spring 2023 new member class GPA was 5 ranking out of 8 chapters on the Panhellenic Council.
- Pi Beta Phi had 51.2% of the chapter on the Dean's List in the fall 2022 semester and 42% on the Dean's List in the spring 2023 semester.
- Academic motivation and success are encouraged through a rewards system called 'Smart Cookie,' which recognizes and rewards high scores.
- Lifelong membership workshops and connections with alumni through LinkedIn and career workshops promote professional development and networking opportunities.
- Collaboration and support among chapter members extend beyond the classroom, fostering a positive academic environment.
- Faculty and staff advisors actively engage with the chapter, partnering on workshops related to DEI and gender equity.
- Academic buddies are assigned to new members to provide academic guidance and support.
- Efforts are made to promote inclusive practices and education through surveys and the inclusion team's initiatives, including a Sunshine Chair position focused on mental health awareness.

### **Chapter Development Questions for 2023-2024:**

- What steps can Pi Beta Phi take to improve and broaden its scholarship support system so that all members are aware of and able to take advantage of scholarship opportunities?
- What strategies can Pi Beta Phi implement to improve its alumnae engagement and networking initiatives, providing better career assistance and opportunities for its members?
- What actions can Pi Beta Phi implement to amplify and expand our inclusive practices and educational initiatives, ultimately creating a more diverse and inclusive chapter environment?

In the area of **Academic & Intellectual Development**, the committee rated Pi Beta Phi to be an **Accredited Chapter**.

### **Facilities Management**

- Pi Beta Phi had no common damages for the 2022-2023 academic year.
- Pi Beta Phi had no issues with openings or closings for the 2022-2023 academic year.
- Pi Beta Phi had no major life safety violations for the 2022-2023 academic year.
- Pi Beta Phi communicated with Housing Services effectively and completed tasks in a timely manner.
- The Director of Housing ensures smooth openings and closings of the house, communicates with Lehigh Housing, and maintains a safe and hazard-free environment.
- House rules and regulations are communicated to all members, resulting in minimal violations and damages.
- The chapter takes pride in the house and its appearance, with weekly clean-up teams and efforts to improve living spaces.
- The Chef of College Fresh works with the house manager to create healthy menus catering to the members' preferences.
- Eco-representatives promote sustainability initiatives, including reducing single-use plastics, increasing recycling, and working towards sustainability certifications for common rooms and bedrooms.

### Chapter Development Questions for 2023-2024:

- How can Pi Beta Phi improve communication and collaboration between the Director of Housing (DH) and chapter members, ensuring that housing regulations are followed, and operations run smoothly?
- What strategies can be implemented to increase awareness and engagement with sustainability initiatives within the chapter, promoting a more eco-friendly and environmentally conscious environment?
- How can Pi Beta Phi continue to foster a sense of accountability and respect for the chapter house while also addressing the challenge of accommodating a growing chapter size within housing capacity limitations?

In the area of **Facilities Management**, the committee rated Pi Beta Phi to be an **Accredited with Excellence Chapter**.

### Overall Rating

**Overall, Pi Beta Phi has been rated an Accredited with Excellence chapter by the 2022-2023 Accreditation committee.**

Pi Beta Phi has established effective practices in various fields, including leadership development, community service, academic advancement, organizational operations, and facilities management. The chapter has devised a comprehensive membership development plan encompassing educational courses, mentorship programs, sisterhood events, and a focus on values and communication to enhance leadership development.

Where Pi Beta Phi can improve by encouraging active membership participation, the chapter can employ surveys, inclusivity initiatives, and diverse activities. The organizational culture can be fortified through open communication channels, workshops, and mentorship opportunities. Enhancing efficiency and collaboration for organizational operations can be achieved by improving communication and providing officer training. The chapter can expand collaboration efforts in community service by seeking new partnerships. Academic advancement can be supported by offering more scholarship opportunities and career assistance. Ensuring a smooth and well-maintained chapter house can be accomplished by promoting sustainable practices and effective communication between the housing director and members in facilities management. Addressing these areas can create a better member experience, positively impact the community, and foster a supportive and inclusive environment for Pi Beta Phi.

**The Accreditation committee assigns Pi Beta Phi an overall rating of Accredited with Excellence, the chapter 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

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### **Best Practices**

- Structured membership development plan from Bid Day to graduation. Online courses, weekly meetings, and workshops for new members to learn about the chapter's history, values, and obligations. One-on-one mentorship through Beta Buddies.
- Annual revision of bylaws with member input. Financial education and support, including assistance for members facing financial burdens. Focus on educating members about university policies and expectations. Functioning standards/judicial process as a positive accountability tool.
- Collaboration with local organizations and schools for service activities. Philanthropy events and fundraising for important causes. Advocacy efforts to raise awareness about childhood literacy.
- Above-average GPA and member support for academic achievements. Scholarship opportunities, rewards for academic success, and career support.
- Faculty and staff engagement, workshops on DEI, and mental health initiatives. Inclusive practices and education, promoting a supportive environment.
- Adherence to safety regulations and minimal violations. Regular maintenance, cleanliness, and improvement efforts. Sustainability initiatives, reduction of single-use plastics, and increased recycling.