

Zeta Tau Alpha

Accreditation Report

2022-2023

Leadership & Member Development

- Members of Zeta Tau Alpha are highly involved on campus outside of being a member of Greek life. Members are able to reflect and articulate what they bring to the chapter from participating in other roles on campus and vice versa.
- Headquarters programming, goals, and best practices drives the overall membership development within the chapter.
- New members are educated on DEI through the chapter's New Member Education Plan, consisting of the New Member Educator providing a space for open dialogue and bonding amongst new members.
- The chapter conducts a 3-month, structured officer transition which consists of a shadowing period between the outgoing and the incoming officers.

Chapter Development Questions for 2023-2024:

- How can the chapter incorporate some goals or programs outside of Headquarters resources that will contribute to membership development that is specific to the Lambda Zeta chapter?
- How can the chapter build reflection pieces into their DEI efforts in order to make the most impact for members?

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

Organizational Operations

- Governing documents are reviewed annually along with the opportunity for members to provide their opinions and recommendations for changes that are made.
- A 5-Point Crown Strategy has been implemented in order to hold members accountable for their responsibilities. Members are expected to complete 5 service hours, 4 sisterhood events, 2 new member events, and 1 of each member is accounted for.
- The chapter utilizes their Headquarters program "My Sister, My Responsibility" for educating members on Lehigh's Code of Conduct and hazing prevention workshoping. These programs educate members how to be accountable for themselves and for each other.
- The chapter does an excellent job at incorporating their mission and vision into their membership development, beginning with new members by implementing their 4 values into the 4 rounds of Primary Recruitment and seeking out members who emulate those characteristics.
- Financial transparency is provided to members by providing members with information regarding the budget each semester and payment plans are available. Scholarships are provided to members through the ZTA Lehigh Valley Alumni chapter.
- Diversity, Equity, and Inclusion efforts are fostered through new member education, inviting campus partners to host workshops, and presentations provided by nationals.

Chapter Development Questions for 2023-2024:

- How can the chapter collaborate with more campus organizations to strengthen the DEI plan?
- How can Zeta Tau Alpha utilize their social media to spread awareness on current issues and opportunities for advocacy?

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

Community Service & Engagement

- There is an expectation of 5 community service hours in place for each member to complete per semester and members are held to this expectation through the judicial board process. The panelists encourage members to think about if 5 hours is a meaningful amount of hours to complete in order to have an impact on the Bethlehem community.
- During the chapter's "Pink Week" the chapter spreads breast cancer awareness through participating in the American Cancer Society Making Strides Walk at Bethlehem Steel Stacks where members passed out ribbons and educational pamphlets. The week also consists of fundraising through the chapter's Mr. Pink Pageant and Pink Gala. All together the chapter raised \$5,700 for breast cancer awareness and education in the fall semester.
- Regular collaboration with CSO provides the chapter opportunities to engage in the Bethlehem community, however the panelists encourage the chapter to reflect on this by creating a plan for their community service that ties into the mission and values of the organization.
- Connection with alumni is facilitated through the chapter's GroupMe and private LinkedIn group. Seniors are initiated into the local alumni chapter, allowing for networking opportunities and continued connection to Zeta Tau Alpha.
- The chapter hosted the Diversity Peer Educators to come and educate the chapter on unconscious bias as well as the chapter hosting a watch-party for Hidden Figures followed by an open dialogue amongst members. The chapter is encouraged to reflect on these programs and host them more regularly in order to have a more meaningful impact.

Chapter Development Questions for 2023-2024:

- Is 5 hours of community service per semester equivalent to Zeta's potential?
- How can the chapter tie their community service efforts into their mission and values as an organization?
- How can the chapter regularly collaborate with other campus organizations?
- How can the chapter tie reflection into their community service efforts?

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

Academic & Intellectual Advancement

- Zeta Tau Alpha was ranked fifth out of eight Panhellenic chapters in the fall 2022 semester with a GPA of 3.50, a decrease of 0.03 from the spring 2022 semester. The 3.50 GPA placed the chapter above All Panhellenic and All Greek averages, and equivalent to All Sorority averages.
- Zeta Tau Alpha was ranked third out of eight Panhellenic chapters in the spring 2023 semester with a GPA of 3.49, a decrease of 0.01 from the fall 2022 semester. The 3.49 GPA placed the chapter above All Panhellenic and All Greek averages, and equivalent to All Sorority averages.

- Zeta Tau Alpha's fall 2022 new member class GPA was 2.97 ranking second out of three Panhellenic chapters.
- Zeta Tau Alpha's spring 2023 new member class GPA was 3.45 ranking second out of eight Panhellenic chapters.
- Zeta Tau Alpha had 48% of the chapter on the Dean's List in the fall 2022 semester and 49% on the Dean's List in the spring 2023 semester.
- The chapter utilizes their faculty advisor by inviting her to workshops throughout the year as well as meeting with her each semester to discuss academic resources.
- Positive incentives are utilized during chapter meetings where the chapter recognizes academic achievements called "Academic Shoutouts".
- In order to promote professional development opportunities for members, the chapter has a LinkedIn group for members to connect with alumni of ZTA, as well as providing professional headshots. The chapter has also hosted workshops with the Center for Career and Professional Development.
- There is a scholarship plan in place for members who are academically struggling, but the panelists encourage the chapter to think about making it more intentional by utilizing Lehigh University resources as well as positive incentives for members.

Chapter Development Questions for 2023-2024:

- How can the chapter build a robust scholarship plan that celebrates members who are excelling academically as well as tapping on Lehigh resources to assist members who are struggling?
- How can the chapter utilize their faculty advisor as a resource to members?

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

Facilities Management

- Zeta Tau Alpha had no common damages for the 2022-2023 academic year.
- Zeta Tau Alpha has no issues with openings or closings for the 2022-2023 academic year.
- Zeta Tau Alpha has no major life safety violations for the 2022-2023 academic year.
- Zeta Tau Alpha communicates with Housing Services effectively and completes tasks in a timely manner.
- The chapter holds weekly house meetings for important updates and keeps an open line of communication for work orders and assigns weekly chores.
- The chapter keeps open communication with the Live-In GA, Vanessa and maintains a strong relationship with Ron, the house chef.
- Members were educated on how to become a more sustainable individual to contribute to the facility sustainability as a whole by bringing in the campus Eco-Reps for workshopping. The chapter also joined the Office of Sustainability's new program, K-Cup Recycling.

Chapter Development Questions for 2023-2024:

- How can the chapter look to hold members accountable for their individual contributions to the overall sustainability of the facility?
- What can a sustainability plan look like for the chapter?

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 2022-2023 Accreditation committee.

Zeta Tau Alpha has had an exceptional year and has maintained being a strong Panhellenic chapter. The chapter has done a phenomenal job at utilizing the resources Headquarters provides and exceeding the expectations set of them. The mission and values are at the forefront of all programming and operations of the chapter. In order for Zeta Tau Alpha to grow, it is recommended that the chapter begins to add some reflective pieces in certain areas such as their community service and DEI initiatives. The chapter is also encouraged to begin thinking about what goals they can set for themselves outside of the Headquarters and OFSA requirements that might be beneficial. Zeta Tau Alpha continues to be an exemplary chapter in Lehigh's Greek community.

The Accreditation committee assigns Zeta Tau Alpha an overall rating of Accredited with Excellence, 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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- How can the chapter collaborate with more campus organizations to strengthen the DEI plan?
- How can Zeta Tau Alpha utilize their social media to spread awareness on current issues and opportunities for advocacy?
- Is 5 hours of community service per semester equivalent to Zeta's potential?
- How can the chapter tie their community service efforts into their mission and values as an organization?
- How can the chapter regularly collaborate with other campus organizations?
- How can the chapter tie reflection into their community service efforts?
- How can the chapter build a robust scholarship plan that celebrates members who are excelling academically as well as tapping on Lehigh resources to assist members who are struggling?
- How can the chapter utilize their faculty advisor as a resource to members?
- How can the chapter look to hold members accountable for their individual contributions to the overall sustainability of the facility?
- What can a sustainability plan look like for the chapter?

Best Practices

- Consistently tying the mission and values into the operations of the organization, especially through values-based recruitment is a best practice.
- The 5-Point Crown Strategy for member accountability is a best practice.

- Reflection of being a member of Zeta Tau Alpha positively impacts other campus involvement is a best practice.