

## Alpha Omicron Pi

Accreditation Report

2023-2024

### Leadership & Member Development

- Alpha Omicron Pi worked efficiently to integrate their new members into the chapter through meals, member class bonding events, and a retreat specifically designed to bond the new member class.
- Diversity, Equity and Inclusion (DEI) initiatives that the chapter participated in last year have been built upon this year through the addition of reflective discussions this has been done through a workshop about intersectionality facilitated by the Diversity Peer Educators.
- The chapter has integrated reflective practices into its DEI initiatives by introducing a DEI-focused book, which will include notes from membership reflection discussions throughout the year. This book will be discussed during the final chapter meeting, where reflections will be consolidated, and strategies for intentional progress will be outlined.
- Chapter leadership engaged in Alpha Omicron Pi's Leadership Academy, facilitating collaboration and skill acquisition among officers nationwide in effective leadership practices. From this, the chapter's executive board formed "Inspire Ambition Goals" to focus on areas of growth. Some of these goals revolved around creating collaborative partnerships with organizations outside of the Panhellenic and Interfraternity Councils, integrating the new member class into leadership roles, implementing one bonding activity per month to promote a stronger sense of belonging, and members being responsible for completing 4 hours of service.
- More than 75% of chapter members are involved in other campus organizations and/or leadership roles. Some of these organizations include Women in Business, The Brown and White, TRAC Fellows, and ECO Reps.
- Alpha Omicron Pi has implemented ritual education where members learn the importance of ritual, which provided a sense of solidarity and shared identity amongst the chapter.
- The panelists encourage Alpha Omicron Pi to examine their officer transition processes and re-evaluate if incoming officers are participating in initiatives that will assist them in moving into their new roles successfully.

### Chapter Development Questions for 2024-2025:

- How can the chapter incorporate stronger officer transitions to ensure momentum is not lost between executive boards?
- How can the chapter continue to grow in their DEI initiatives and foster more collaboration with Lehigh resources?
- What tactics can Alpha Omicron Pi implement to ensure they are meeting their "Inspire Ambition Goals" and actively working towards them efficiently throughout the year?
- What does a fully structured officer transition plan look like?

In the area of **Leadership & Member Development**, the committee rated Alpha Omicron Pi to be an **Accredited Chapter**.

### Organizational Operations

- The chapter takes the time to review and update their bylaws every 6 months.
- Alpha Omicron Pi has made efforts to lower monetary fines, but the chapter is encouraged to view ways of moving away from fines entirely and review other ways to hold members accountable.

- Alpha Omicron Pi National Headquarters has abolished its legacy policy to enhance opportunities for fostering an inclusive and equitable recruitment process. Panelists commend the chapter's efforts and urge continued work in this direction, including exploration of additional methods to promote diversity and inclusivity within the chapter.
- Ensuring financial transparency has been a focus for the chapter, exemplified by the Finance Director's initiatives. These include conducting meetings with members to discuss dues collection, providing information to parents, and educating members about available scholarship opportunities.
- Alpha Omicron Pi has strong and meaningful relationships with their National Headquarters, Fraternity and Sorority Life, and alumni advisors. These resources serve as valuable assets when it comes to goal setting and support.
- Alpha Omicron Pi has moved away from using the term "standards" for formal accountability processes. The chapter has implemented a fully functioning "Membership Integrity Board" meeting on a monthly basis to create improvement plans for members who have violated bylaws.
- In preparation for practicing values-based recruitment, the chapter hosted various workshops assessing members' values with the values of Alpha Omicron Pi.

#### **Chapter Development Questions for 2024-2025:**

- How can the chapter incorporate their DEI initiatives into their recruitment workshops in order to create a more inclusive and diverse membership experience?
- What other barriers can Alpha Omicron Pi explore that prohibit potential new members from gaining access to membership?

In the area of **Organizational Operations**, the committee rated Alpha Omicron Pi to be an **Accredited Chapter**.

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

- The chapter is commended for keeping a conduct-free year and incorporating risk management initiatives to mitigate policy violations and promote accountability.
- A new initiative, "Club Highlight of the Week" takes place during chapter meetings where members share the logistics and how to get involved with clubs they are passionate about, alongside sharing insights gained from their involvement.
- The Philanthropy Chair presents opportunities for members to get involved and meet their four required community service hours for the semester. The panelists encourage the chapter to examine if this is an efficient amount of time to commit to service.
- Alpha Omicron Pi has participated in Lehigh University service initiatives such as homework club, snack bags, Spring Fling, Hawk-a-thon, and Relay For Life. The chapter is encouraged to continue their participation in these initiatives as well as create their own meaningful service projects.
- The chapter has held various types of events to promote their own philanthropy, The Arthritis Foundation. Some of these events include hosting a trunk show, selling hand-written letters at Toastique, Slice-Out-Arthritis, and Spike-Out-Arthritis.
- The chapter held a Founder's Day celebration in March where alumni were invited. This celebration commemorated the founders of Alpha Omicron Pi and provided opportunities for members to reflect on why they joined.

#### **Chapter Development Questions for 2024-2025:**

- What opportunities are there for the chapter to reflect on their service hours?
- How can the chapter educate members on the difference and importance of philanthropy and service?

- How can the chapter begin to implement and create a community service plan that provides service opportunities outside of what Lehigh University and CSO offers?
- What are some other ways to include and engage the alumni on a regular basis?

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

### Academic & Intellectual Advancement

- Alpha Omicron Pi was ranked second out of eight Panhellenic sororities in the fall 2023 semester with a GPA of 3.53, an increase of 0.06 from the spring 2023 semester. The 3.53 GPA placed the chapter above All Panhellenic, All Sorority, and All Greek averages.
- Alpha Omicron Pi was ranked seventh out of eight Panhellenic sororities in the spring 2024 semester with a GPA of 3.46, a decrease of 0.07 from the fall 2023 semester. The 3.46 GPA placed the chapter below the All Panhellenic and All sorority averages, but above the All Greek average.
- Alpha Omicron Pi's fall 2023 new member class GPA was 3.75 ranking first out of eight chapters conducting fall recruitment.
- Alpha Omicron Pi's spring 2024 new member class GPA was 3.35 ranking fifth out of eight chapters conducting spring recruitment.
- Alpha Omicron Pi had 50.6% of the chapter on the Dean's List in the fall 2023 semester and 32.7% on the Dean's List in the spring 2024 semester.
- The chapter takes the time to celebrate members academic successes through members entering into the "A-Jar" when they do well on a project or exam. A member is picked from the jar weekly and is highlighted at chapter meetings.
- In order to keep morale boosted and members motivated, there are sisterhood events, snacks and chapter meetings rescheduled around midterms and finals.
- There is a clear and concise academic plan, the "Academic Development Policy" in place for members who are not meeting the required GPA. The panelists encourage the chapter to come up with strategies to support members who are struggling academically.

### Chapter Development Questions for 2023-2024:

- How can the chapter utilize Lehigh University resources to further enhance their "Academic Development Policy" specifically around supporting members who are struggling to meet the GPA requirement?
- How can the chapter utilize their faculty and staff advisor in this area?
- Is there room to provide more scholarship opportunities for members?

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

### Facilities Management

- Alpha Omicron Pi had no common damages for 2024.
- Alpha Omicron Pi managed openings and closings with no issues.
- Alpha Omicron Pi passed Life Safety and Fire Drill Inspections with zero violations.

- Alpha Omicron Pi has been collaborating efficiently with Housing Services and attending all of the monthly required meetings.
- In terms of sustainability, the chapter has implemented a “fast fashion clothing swap” and has incorporated reusable dishware to be regularly used in the facility. The chapter has also collaborated with the Eco-Reps to educate members on environmental issues and how to promote more sustainable efforts.

#### **Chapter Development Questions for 2024-2025:**

- What strategies can the chapter implement to create a stronger sense of belonging with future Live-In GAs?

In the area of **Facilities Management**, the committee rated Alpha Omicron Pi to be an **Accredited Chapter**.

#### **Overall Rating**

**Overall, Alpha Omicron Pi has been rated an Accredited chapter by the 2023-2024 Accreditation committee.**

Alpha Omicron Pi has moved forward in a positive direction and continues to make strides towards a pathway to success. The chapter does well in the areas of both Leadership and Member Development and Organizational Operations. It is clear through accreditation that the chapter is a well-oiled machine on these fronts. It is also clear that there is a strong bond among the membership and a great sense of morale amongst the chapter. How the chapter utilizes and leans on their advisors is a great example to other chapters on how to utilize your support systems. The chapter has taken the time to begin to increase their efforts in DEI work and there is a strong foundation with room for growth. In terms of Community Service & Engagement, there shows to be potential for improvement. The chapter is encouraged to forge meaningful connections between service initiatives and philanthropic endeavors to create an experience that aligns with the values of the members. The chapter should leverage the skills they have used in order to create a DEI plan to create a service plan. It is evident that members are invested in the success of this organization and there is so much potential waiting to be tapped into.

**The Accreditation committee assigns Alpha Omicron Pi an overall rating of Accredited, chapter meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.**

#### **Chapter Development Questions**

- How can the chapter incorporate stronger officer transitions to ensure momentum is not lost between executive boards?
- How can the chapter continue to grow in their DEI initiatives and foster more collaboration with Lehigh resources?
- What tactics can Alpha Omicron Pi implement to ensure they are meeting their “Inspire Ambition Goals” and actively working towards them efficiently throughout the year?
- What does a fully structured officer transition plan look like?
- How can the chapter incorporate their DEI initiatives into their recruitment workshops in order to create a more inclusive and diverse membership experience?
- What other barriers can Alpha Omicron Pi explore that prohibit potential new members from gaining access to membership?
- What opportunities are there for the chapter to reflect on their service hours?
- How can the chapter educate members on the difference and importance of philanthropy and service?

- How can the chapter begin to implement and create a community service plan that provides service opportunities outside of what Lehigh University and CSO offers?
- What are some other ways to include and engage the alumni on a regular basis?
- How can the chapter utilize Lehigh University resources to further enhance their “Academic Development Policy” specifically around supporting members who are struggling to meet the GPA requirement?
- How can the chapter utilize their faculty and staff advisor in this area?
- Is there room to provide more scholarship opportunities for members?

### **Best Practices**

- Through the implementation of a DEI handbook where reflections will be logged following each chapter-wide DEI event and reassessed at the end of the year to create goals for the following year is a best practice.
- The chapter’s initiative to integrate engagement outside of Alpha Omicron Pi through their “Club Highlight of the Week,” allowing members to share how to get involved in specific clubs as well as providing space for members to share what they have learned through their campus involvement.