

Alpha Phi

Accreditation Report
2023-2024

Leadership & Member Development

- Alpha Phi members are highly encouraged to be active members of the community both in and outside of Greek Life. 75 out of 117 members are involved in other student organizations such as Lehigh Tours, TAMID, BTS, The Women's Network, and the Brown and White.
- Four members of Alpha Phi served as Rho Gammas during the Panhellenic Recruitment process this past Spring semester.
- The chapter offers detailed mentorship provided by outgoing board members to incoming board members, including weekly check-ins and active collaboration to ensure a smooth transition between executive boards.
- Alpha Phi continues to prioritize the education of new members through its six-week program, covering topics such as the organization's values, risk reduction, philanthropy, and chapter operations. The new member education plan also provides opportunities for new members to bond with initiated members through initiatives like the Ivy Linkers program.
- The chapter also encourages the continued development and education of current members through attendance at educational workshops and presentations on topics such as gender, microaggressions, allyship, and body positivity.
- Throughout the past year, Alpha Phi continued to work on and expand the education provided to its members on topics relating to Diversity, Equity, and Inclusion. Members of Alpha Phi started off the school year with a presentation facilitated by the Vice President of DEI, providing an opportunity to learn more about gender and sexual orientation stereotypes.
- Alpha Phi also continued the DEI TedTalk initiative throughout the academic year. This initiative allows members to select a TedTalk to watch from a list compiled by chapter leadership about DEI issues and current events. After watching the TedTalk, members then write a short reflection on what they learned in order to earn one DEI point.

Chapter Development Questions for 2024-2025:

- How does the chapter measure the effectiveness of its DEI programming and initiatives?
- What measures are in place to ensure inclusivity and diversity in the recruitment process?
- How does the chapter solicit feedback from both active members and new recruits to assess the effectiveness of its recruitment strategies?

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

Organizational Operations

- Alpha Phi uses multiple communication tools, including a shared Google Calendar and GroupMe. The chapter also uses the OurHouse app to aid in attendance tracking, allowing chapter leadership to follow up with members frequently missing meetings. The app also serves as an emergency communication tool, allowing for safety checks during crises.
- Member accountability is promoted through the use of the Points Spreadsheet. The spreadsheet tracks member participation across various activities, setting shared expectations. Members can earn points through attendance at DEI events, community service, and social media contributions.

- The chapter provides detailed explanations of budget allocation and dues breakdowns to ensure transparency during financial discussions.
- Alpha Phi offers tailored payment plans and flexibility to accommodate members facing financial difficulties, promoting inclusivity and understanding amongst members by recognizing that everyone's circumstances are not the same.
- The chapter continues to emphasize chapter and member accountability by offering training on Judiciary Board procedures. The chapter uses care meetings to emphasize the well-being of its members.
- Alpha Phi promotes the health and safety of members through its Event Planning guides, sober monitor policies, and presentations geared towards preparing members for the emergencies that may occur as social events.

Chapter Development Questions for 2024-2025:

- How can the chapter improve training and support for sober monitors to ensure the safety of all members during social events?
- In what ways can the chapter further promote health and wellness activities within the chapter house, particularly during high-stress periods like midterms and finals, to better support members' mental well-being?
- How can the chapter strengthen its culture of wellness and support, implementing new initiatives or refining existing programs to better meet the needs of members in the next academic year?

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

Community Service & Engagement

- In response to the 2022-2023 accreditation report, Alpha Phi introduced new initiatives to enhance its community service impact and strengthen partnerships within the Lehigh and Bethlehem communities.
- Throughout the academic year, Alpha Phi actively participated in a diverse range of community service activities. Notable events included the American Heart Association Walk, where over 30 members participated to raise awareness for heart health, and the Holiday Hope Chest initiative, where the chapter donated gifts to children in need during the holidays.
- Alpha Phi maintained its commitment to the Bethlehem Public Library's After School Homework Helpers program, coordinated by an appointed member. Members dedicated their time on weekdays to assist children with their homework, ensuring they received academic support and encouragement.
- Alpha Phi hosted a series of philanthropic events focused on raising awareness and support for heart health including Hoops for Hearts, an inaugural basketball tournament that garnered enthusiastic participation from both within and outside the Greek community. Additionally, they hosted the annual Red Dress Gala and raised \$13,883 for the Alpha Phi Foundation.
- Alpha Phi hosted Kappa Delta for a workshop to navigate the implementation of more inclusive recruitment practices as a chapter. This workshop covered the use of considerate language, body language and brainstorming about how the Panhellenic community can make recruitment a more inclusive process.
- The chapter participated in events such as Kappa Delta's "So You Think You Can Dance" and cosponsored "Dodge Heart Disease" with Alpha Epsilon Pi, demonstrating solidarity and unity within the Greek community.
- The chapter emphasized the importance of active involvement in the broader community, highlighting initiatives such as autism services and volunteering as chess coaches in local schools.

Chapter Development Questions for 2024-2025:

- What are the chapter's goals and priorities for community service and engagement in the upcoming academic year, and what strategies will be implemented to achieve them?
- How can the chapter work to build relationships with Greek organizations outside of the Panhellenic council?

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

Academic & Intellectual Advancement

- Alpha Phi was ranked seventh out of eight Panhellenic sororities in the fall 2023 semester with a GPA of 3.47, an increase of .03 from the spring 2023 semester. The 3.47 GPA placed the chapter above the All Greek average and below the All Panhellenic and All Sorority averages.
- Alpha Phi was ranked eighth out of eight Panhellenic sororities in the spring 2024 semester with a GPA of 3.43, a decrease of .04 from the fall 2023 semester. The 3.43 GPA placed the chapter above the All Greek average and below the All Panhellenic and All Sorority averages.
- Alpha Phi's fall 2023 new member class GPA was 3.52 ranking third out of eight Panhellenic chapters conducting fall recruitment.
- Alpha Phi's spring 2024 new member class GPA was 3.18 ranking eighth of eight Panhellenic chapters conducting spring recruitment.
- Alpha Phi had 43.8% of its members on the Dean's List in the fall 2023 semester and 41.9% of its members on the Dean's List in the spring 2024 semester.
- To further encourage academic achievement, Alpha Phi implemented the Phis Get Degrees program. Members who receive an "A" on an exam, presentation, or significant assignment are entered into a monthly raffle to win a \$15 gift card from local underrepresented businesses.
- Recognizing the importance of peer support in academic success, Alpha Phi established a Mentor/Mentee Program. Members are matched with peers on similar academic tracks, allowing them to seek advice, share study tips, and provide encouragement.
- The chapter provides additional resources such as "care meetings" initiated by the Coordinator of Academic Development and the President. In these meetings, members who are in need of academic support are provided information about the resources offered by various offices on campus.

Chapter Development Questions for 2023-2024:

- How can the chapter collaborate with faculty members or academic advisors to provide additional academic resources and mentorship for members?
- How can the chapter adapt its academic support and development programs to meet the changing needs and challenges faced by members in different academic disciplines or majors?

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 area damages in the 2023-2024 academic year.
- Alpha Phi had no issues with openings in the fall 2023 semester but did not pick up all the keys by the spring semester deadline.

- Alpha Phi had no major Life Safety violations in the 2023-2024 academic year.
- The chapter's House Manager is very communicative and worked well with Housing Services
- The chapter has regular meetings with the House Manager and live-in members to discuss housing rules, inspections, cleaning expectations, and general reminders.
- The chapter hosts an annual review of Alpha Phi's Occupancy Plan led by the Finance and Housing team to enhance housing operations and transparency amongst members.

Chapter Development Questions for 2024-2025:

- How can the chapter further enhance communication between live-in members and the House Manager to ensure that all members are well-informed about housing rules and expectations?
- What additional sustainability initiatives can the chapter undertake to further reduce waste and promote eco-friendly practices within the chapter house?

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

Overall Rating

Overall, Alpha Phi has been rated an Accredited with Excellence chapter by the 2023-2024 Accreditation committee, 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!

Alpha Phi continues to exemplify excellence in areas such as leadership & member development, organizational operations, academic advancement, and facilities management. Regular training sessions, workshops, and mentorship programs ensure that members are equipped with the necessary skills and knowledge to excel both within the organization and beyond. In organizational operations, the sorority demonstrates efficiency and transparency through its use of technology for communication, financial management, and event planning. Clear methods of communication, coupled with detailed event planning guides and financial literacy initiatives, promote accountability and ensure smooth operations. Community service and engagement are central to the sorority's mission, with members actively involved in various philanthropic initiatives and partnerships with local organizations. Academic advancement is prioritized through comprehensive support programs, including mentorship, academic resources, and recognition for academic achievements. The sorority's commitment to academic excellence is evident in its above-average GPA, academic initiatives, and support for members' educational goals. Finally, facilities management reflects a commitment to providing a safe, comfortable, and conducive environment for members. Regular maintenance, upgrades, and sustainability initiatives ensure that the chapter house remains a home away from home for all members. As the chapter begins preparing for the upcoming academic year, the panel encourages members to take time to reflect on their experiences and identify ways in which the existing DEI practices can translate into more diverse new member classes.

Chapter Development Questions

- How can the chapter measure the effectiveness of its DEI programming and initiatives?
- What measures are in place to ensure inclusivity and diversity in the recruitment process?
- How does the chapter solicit feedback from both active members and new recruits to assess the effectiveness of its recruitment strategies?
- How can the chapter improve training and support for sober monitors to ensure the safety of all members during social events?

- In what ways can the chapter further promote health and wellness activities within the chapter house, particularly during high-stress periods like midterms and finals, to better support members' mental well-being?
- How can the chapter strengthen its culture of wellness and support, implementing new initiatives or refining existing programs to better meet the needs of members in the next academic year?
- What are the chapter's goals and priorities for community service and engagement in the upcoming academic year, and what strategies will be implemented to achieve them?
- How can the chapter work to build relationships with Greek organizations outside of the Panhellenic council?
- How can the chapter collaborate with faculty members or academic advisors to provide additional academic resources and mentorship for members?
- How can the chapter adapt its academic support and development programs to meet the changing needs and challenges faced by members in different academic disciplines or majors?
- How can the chapter further enhance communication between live-in members and the House Manager to ensure that all members are well-informed about housing rules and expectations?
- What additional sustainability initiatives can the chapter undertake to further reduce waste and promote eco-friendly practices within the chapter house?

Best Practices

- Members of Alpha Phi engage with student organizations, attend leadership opportunities provided by their national entity, and utilize comprehensive pre and post assessments to get an understanding of what the current needs of the chapter are.
- The chapter's implementation of more frequent care meetings has resulted in a decrease of Judiciary Board meetings.
- Alpha Phi utilizes data collected from members to drive engagement efforts, tailoring the member experience based on the feedback the chapter receives from pre and post assessments.
- Alpha Phi's partnership with the Bethlehem Public Library provides continuous service opportunities for members looking to make a difference in the community.