

Gamma Phi Beta

Accreditation Report

2023-2024

Leadership & Member Development

- To facilitate the integration of new members, Gamma Phi Beta utilized IHQ's Fidelity program, comprising of online modules and in-person meetings. This initiative educated new members about the organization's values and mission along with fostering opportunities for bonding and interaction with existing members.
- In order to foster the development of leadership skills, Gamma Phi Beta relied on Fraternity and Sorority Life's facilitated initiatives such as LAUNCH and The Summit for Greek Excellence. The chapter also participated in attending IHQ national conventions and programming.
- Gamma Phi Beta utilized their IHQ initiative "PACE" which are events dedicated to educating members around personal enrichment and inclusivity. The chapter hosted workshops around effective communication, psychological services, allyship and systemic racism.
- The chapter has an officer specifically dedicated to DEI work, the BEDI (*Belonging, Equity, Diversity and Inclusion*) Chairwoman who works with the Panhellenic Council's DEI Committee and IHQ resources to provide educational resources and workshops to members.
- Gamma Phi Beta relied on their Sisterhood events to promote connection and belonging amongst members. A memorable event that was held for the chapter was a "Family Weekend" where members' families came and enjoyed brunch and a dinner with the chapter to learn more about their sisterhood.
- Gamma Phi Beta members are involved in other various campus organizations and leadership roles, a specific percentage was not shared with panelists, however some of these organizations include the Peer Health Advisors, The Brown and White and Women in Finance.

Chapter Development Questions for 2024-2025:

- The chapter has a lot of programming required/provided for them from IHQ around DEI and Wellness. How can Gamma Phi Beta make these programs more intentional to member needs?
- What does an intentional DEI plan look like utilizing campus resources?
- How can the chapter connect their leadership roles in other campus organizations to their membership to Gamma Phi Beta?

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

Organizational Operations

- Gamma Phi Beta convened regularly as a chapter, prioritizing consistent meetings with advisors from Housing Services, IHQ, and Fraternity and Sorority Life.
- The chapter practiced a strong officer transition period where new members were provided the opportunity to shadow those in leadership positions along with new officers through the completion of online modules outlining the duties and responsibilities of their new positions.
- A fully functioning judicial board is in place to hold members accountable and keep track of members active involvement through a points system. Members are required to gain a specific amount of points through initiatives through campus involvement, academic achievement, and leadership positions.

- Gamma Phi Beta placed emphasis on fostering a welcoming environment for potential new members that is also focused through an inclusivity training for members facilitated by the chapter's VP of Recruitment encouraging members to focus on the attributes of potential new members.
- The chapter upholds financial transparency and responsibility by issuing weekly budget updates at chapter meetings. Members failing to meet dues obligations faced consequences including loss of voting privileges and exclusion from social events.

Chapter Development Questions for 2024-2025:

- How can Gamma Phi Beta incorporate pieces of an intentional DEI plan around cultivating an inclusive and diverse recruitment experience for potential new members?
- What tactics can Gamma Phi Beta incorporate to ensure they are meeting the goals they are setting for the chapter?
- How can Gamma Phi Beta incorporate the mission and values of the organization more effectively in recruitment?

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

Community Service & Engagement

- Gamma Phi Beta engaged its alumni network through alumni weekends and LinkedIn. The chapter plans to enhance alumni engagement further with a new initiative for an alumni panel in the fall 2024 semester.
- The chapter participated with CSO and Lehigh University community service initiatives through making snack bags for homework club, assisting with CSO's Spring Fling and Relay for Life.
- Members of Gamma Phi Beta participated in Fraternity and Sorority Life's Greek Emerging Leaders program as well as creating a team to participate in Kappa Delta's "So You Think You Can Dance."
- The chapter hosted two philanthropy events, Gamma Grill and Moonball to raise money for their philanthropy, Girls on The Run. Gamma Phi Beta raised \$4,000 for Girls on the Run in the fall 2023 semester.

Chapter Development Questions for 2024-2025:

- What is a meaningful service hour requirement for Gamma Phi Beta?
- What does a formal service plan look like to intentionally support Girls on the Run?
- What does reflection look like once members have completed their service requirements?
- What does education between the differences of philanthropy and service look like for members?
- How can the chapter provide service opportunities for members outside of what the university and CSO offers?
- How can Gamma Phi Beta collaborate with organizations outside of IFC and Panhel?

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

Academic & Intellectual Advancement

- Gamma Phi Beta was ranked third out of eight Panhellenic chapters in the fall 2023 semester with a GPA of 3.52 an increase of 0.08 from the spring 2023 semester. The 3.52 GPA placed the chapter above All Panhellenic, all Sorority and All Greek averages.
- Gamma Phi Beta was ranked fourth out of eight Panhellenic sororities in the spring 2024 semester with a GPA of 3.53, an increase of 0.01 from the fall 2023 semester. The 3.53 GPA placed the chapter above All Panhellenic, all Sorority and All Greek averages.
- Gamma Phi Beta's fall 2023 new member class GPA was 3.28 ranking second out of seven chapters conducting fall recruitment.
- Gamma Phi Beta's spring 2024 new member class GPA was 3.57 ranking first out of eight chapters conducting spring recruitment.
- Gamma Phi Beta had 50% of the chapter on the Dean's List in the fall 2023 semester and 48.6% on the Dean's List in the spring 2024 semester.
- The relationship and resources provided by Gamma Phi Beta's faculty advisor is considered a best practice from the chapter. The chapter's faculty advisor hosted LinkedIn and resume building Q&A sessions for members and hosts current event workshops at the chapter house.
- Gamma Phi Beta has a very structured plan for members who are not meeting the required GPA, requiring regular check-ins and the utilization of the Center for Academic Success.
- In order to create an environment focused on academic success, Gamma Phi Beta hosts "Sister Shoutouts" on a weekly basis at chapter meetings where members can nominate a sister weekly to the Academic Chairwoman who will select a sister to be highlighted based on their academic, athletic or club achievements.

Chapter Development Questions for 2023-2024:

- How can members bring what they are learning in the classroom into the chapter for the benefit of members?

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

Facilities Management

- Gamma Phi Beta had no common area damages for the 2023-2024 academic year.
- Gamma Phi Beta did not close the house properly for their winter break closing.
- Gamma Phi Beta closed the house properly for spring break closing.
- Gamma Phi Beta had no issues with master key pickups in the fall semester.
- Gamma Phi Beta did not pick up the master key in a timely manner for the spring semester key pick up and had an above average amount of lockouts.
- Gamma Phi Beta had no major or minor life safety violations for the 2023-2024 academic year.
- Gamma Phi Beta occasionally struggles to adapt to feedback and there is a trend of violations on an individual basis. As a whole, the chapter communicates effectively and the leadership works hard to create a safe community in the house.
- The chapter has worked to replace plastic cups with biodegradable EarthCups to move towards becoming a more eco-friendly facility.

Chapter Development Questions for 2024-2025:

- How can the chapter partner with organizations like EcoReps to create and devise a sustainability plan for the house?
- How can the chapter work towards holding individual members accountable when violating housing policies?

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

Overall Rating

Overall, Gamma Phi Beta has been rated an Accredited chapter by the 2023-2024 Accreditation committee.

Gamma Phi Beta has had a satisfactory performance this year. Gamma Phi Beta exhibits a chapter that has the foundation to become an accredited with excellence chapter, but has not tapped into their full potential. While the chapter effectively utilizes resources from IHQ for membership and officer development, there is room for growth to make these efforts more impactful and intentional. Although the chapter promotes diversity, equity, and inclusion through PACE events, there is a need for more intentional DEI programming tailored to members' needs and promotes reflection. While excelling in organizational operations and academics, community involvement remains an area for improvement. Gamma Phi Beta has not taken the full advantage of the plethora of opportunities for service opportunities that tie directly to their philanthropy, Girls on the Run. In conclusion, Gamma Phi Beta possesses the framework and groundwork necessary to emerge as a leading and exemplary chapter on Lehigh's campus. With commitment and diligent effort to create positive change, I firmly believe Gamma Phi Beta has the potential to exceed even its own expectations and achieve remarkable success.

The Accreditation committee assigns Gamma Phi Beta 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

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- How can the chapter connect their leadership roles in other campus organizations to their membership to Gamma Phi Beta?
- How can Gamma Phi Beta incorporate pieces of an intentional DEI plan around cultivating an inclusive and diverse recruitment experience for potential new members?
- What tactics can Gamma Phi Beta incorporate to ensure they are meeting the goals they are setting for the chapter?
- How can Gamma Phi Beta incorporate the mission and values of the organization more effectively in recruitment?
- What is a meaningful service hour requirement for Gamma Phi Beta?
- What does a formal service plan look like to intentionally support Girls on the Run?
- What does reflection look like once members have completed their service requirements?
- What does education between the differences of philanthropy and service look like for new members?
- How can the chapter provide service opportunities for members outside of what the university and CSO offers?
- How can Gamma Phi Beta collaborate with organizations outside of IFC and Panhel?
- How can members bring what they are learning in the classroom into the chapter for the benefit of members?

- How can the chapter partner with organizations like EcoReps to create and devise a sustainability plan for the house?
- How can the chapter work towards holding individual members accountable when violating housing policies?

Best Practices

- The relationship and intentional workshops Gamma Phi Beta facilitates between their faculty advisor and members of the chapter is considered a best practice.