

Pi Beta Phi

Accreditation Report
2023-2024

Leadership & Member Development

- Pi Beta Phi offers a comprehensive membership plan that spans from Bid Day to graduation. This plan includes the New Member Education Plan, online courses, weekly meetings, and workshops revolving around DEI, gender violence, alcohol, and anti-hazing.
- The chapter assigns Beta Buddies to new members as mentors for guidance and support until they are provided with their Big Sister.
- Pi Beta Phi offers sisterhood events throughout the year such as door decorating, trips to Dorney Park, themed dinner parties, and a Senior Stringing Event that honors graduating members while strengthening bonds between members.
- The chapter implements the values of Pi Beta Phi into all events and initiatives, ensuring that members never lose sight of the organization's mission.
- The chapter incorporates DEI into member education, workshops, and programs to promote inclusivity and understanding amongst members.
- The chapter emphasizes the importance of attending both Fraternity & Sorority Life and IHQ programming, with officers completing training and attending virtual meetings and in-person programs like the Leadership Institute, College Weekend, and the Summit for Greek Excellence to enhance leadership skills, collaborate with other members, and gather ideas for chapter improvement.
- Pi Beta Phi encourages all members to be active participants in the Lehigh community, with 79% of the chapter involved in other campus organizations and leadership roles including Peer Health Advisors, SASA, Women in Business, Orientation Leaders, club sports, The Brown and White, St. Luke volunteers, and many more.

Chapter Development Questions for 2024-2025:

- What are the benefits and challenges of having a high percentage of chapter members involved in campus organizations and leadership roles outside of Pi Beta Phi? How can these experiences be brought back to the chapter?
- What additional steps can Pi Beta Phi take to promote diversity, equity, and inclusion within the chapter and the broader Greek community?
- What additional resources or materials could be beneficial for enhancing the new member education experience?

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 Bylaws Review spearheaded by the Vice President of Operation who compiles a comprehensive proposal for the revision of chapter bylaws. The proposed revisions then undergo a thorough review process by the regional team before being presented to the chapter for approval.
- The Vice President of Operations conducts office hours to foster open dialogue and address any inquiries or suggestions from members regarding the proposed revisions.

- Through collaborative efforts between the Vice President of Finance, Housing, and an alumni advisor, a detailed budget is created, incorporating input from various stakeholders and an analysis of the chapter's financial needs.
- The implementation of an expense tracker facilitates the monitoring of all expenses, allowing the chapter to make proactive adjustments to ensure alignment with the proposed budget and overall financial goals.
- During recruitment, prospective members are provided with transparent insights into the chapter's dues structure, including explanations of where funds are being allocated to.
- To further support members, confidential payment plans are made available upon request, offering flexibility and understanding during challenging financial circumstances.
- Pi Beta Phi continues to educate its members on Lehigh University's Code of Conduct, policies, and expectations through regular reviews, emergency procedures discussions, and educational sessions on alcohol awareness and medical amnesty.
- The chapter promotes accountability amongst members through a comprehensive judiciary process led by the Director of Member Conduct and the Member Conduct Committee (MCC). The MCC is composed of at least two chapter members from each class year, providing a wide variety of experiences and perspectives during member conduct meetings.
- Member conduct meetings are not just used for disciplinary purposes, they are also used for "care and concern" meetings if a concern is raised about a member's mental or emotional well-being.
- Pi Beta Phi continues to host weekly Executive Board and Chapter meetings, with meeting minutes taken and shared for those unable to attend. Joint meetings with the Alumnae Advisory Council to ensure progress and goal completion.
- Pi Beta Phi prioritizes its DEI efforts through various workshops offered to members such as "Creating an Inclusive Recruitment Experience", hosted by the Vice President of Inclusion. This workshop focused on topics such as using inclusive language, practicing anti-racism, and general steps to take in order to create as much of an inclusive environment for potential new members as possible.

Chapter Development Questions for 2024-2025:

- What additional measures can the chapter take to prepare for recruitment, including workshops and training sessions provided by on campus resources such as the Office of Multicultural Affairs and the Center for Student Access and Success?
- In what ways can Pi Beta Phi enhance transparency and communication regarding the budgeting process to ensure all members understand where their dues are going and feel confident in the chapter's financial management?

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 implemented a mandatory service hour requirement phased over two semesters. In the fall 2023 semester, the chapter introduced a 3 hour service requirement. This increased to 5 hours in the spring 2024 semester.
- The Vice President of Community Relations and the Director of Philanthropy services work in tandem to coordinate service opportunities for the chapter such as American Association of University Women's book fair, the Community Service Office's Spring Fling, and weekly trash cleanups.
- Members are encouraged to consider the impact of their service both on the community and themselves through the submission of the Reflective Response form. The form also serves as a method to document service hours completed by members.

- Pi Beta Phi implemented the Angel Anonymous reporting system, allowing members to report any behaviors that do not align with the chapter's DEI values. The form is available for situations in which members do not feel comfortable discussing the problem at hand with the Vice President of Inclusion. If any harmful or inappropriate behavior is reported, the Vice President of Inclusion will follow the member accountability process to resolve the issue.
- Pi Beta Phi continues to offer philanthropy-based workshops to chapter members that focus on raising awareness on the chapter's philanthropic cause and differentiating between philanthropic work and community service.

Chapter Development Questions for 2024-2025:

- Reflect on the effectiveness of the phased approach to increasing service hour requirements. How did members respond to the transition from 3 to 5 hours per semester? Will the chapter continue raising the service hour requirement with time?
- How effective is the Angel Anonymous reporting system in promoting accountability and addressing inappropriate behavior?
- How can the chapter further enhance its DEI efforts and create a more inclusive environment?
- How can Pi Beta Phi foster a collaborative relationship with organizations in the Interfraternity and Cultural Greek Councils?

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 fifth out of eight Panhellenic sororities in the fall 2023 semester with a GPA of 3.51, an increase of .03 from the spring 2023 semester. The 3.51 GPA placed the chapter below the All Panhellenic average and above the All Sorority and All Greek Averages.
- Pi Beta Phi was ranked fifth out of eight Panhellenic sororities in the spring 2024 semester with a GPA of 3.48, a decrease of .03 from the fall 2023 semester. The 3.48 GPA placed the chapter above the All Greek average and below the All Panhellenic and All Sorority averages.
- Pi Beta Phi's fall 2023 new member class GPA was 2.52 ranking seventh out of eight Panhellenic chapters conducting fall recruitment.
- Pi Beta Phi's spring 2024 new member class GPA was 3.34 ranking seventh out of eight Panhellenic chapters conducting spring recruitment.
- Pi Beta Phi had 43.8% of the chapter on the Dean's List in the fall 2023 semester and 39.8% of the chapter on the Dean's List in the spring 2024 semester.
- The chapter provides study support and organizes group study sessions to help members balance academic and extracurricular commitments effectively.
- Pi Beta Phi provides academic development for its members such as the "Smart Cookie" program serves as both an incentive and a recognition tool. Members who achieve high scores (90 or above) on assignments are rewarded with Dunkin Donuts gift cards.

Chapter Development Questions for 2023-2024:

- How can Pi Beta Phi strengthen partnerships with campus resources, such as academic advising centers or tutoring services, to provide additional academic support for its members?
- How can the chapter further leverage the knowledge and expertise of its alumni network to provide mentorship and guidance to members pursuing academic and career goals?

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 area damages in the 2023-2024 academic year.
- Pi Beta Phi picked up all the keys by the Fall 2023 semester deadline, but did not by the Spring 2024 semester deadline.
- Pi Beta Phi had no issues with closings in the 2023-2024 academic year.
- Pi Beta Phi had no major Life Safety violations in the 2023-2024 academic year.
- Pi Beta Phi exceeded the required occupancy for the 2023-2024 academic year.
- Pi Beta Phi maintains consistent communication with Housing Services to ensure tasks are completed efficiently.
- The chapter places a great emphasis on compliance with both Lehigh and the national organization's guidelines and regulations.

Chapter Development Questions for 2024-2025:

- How is member wellness prioritized within the chapter, and what support systems are in place to address any issues or concerns?
- How can the chapter improve upon current initiatives to guarantee the proper opening and closing of the facility?

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 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!

Pi Beta Phi continues to utilize effective strategies that lead to high performance in areas such as Leadership and Member Development, Organizational Operations, and Facilities Management. Initiatives such as chapter's membership plan ensures that education does not stop after initiation, promoting continuous growth and development of its members until graduation. The annual Bylaws review allows for members to become familiar with the organization's governing documents and provides the opportunity for feedback so that everyone's voice is taken into consideration. Furthermore, the chapter's consistent communication with Housing Services has established a culture of transparency amongst both parties and ensures that the members are up to date with what's expected of them in regards to the maintenance of their chapter facility.

However, while these areas reflect the chapter's strengths, there is potential growth identified in areas such as Community Service & Engagement. Despite existing efforts in community service initiatives, there's an opportunity to deepen the chapter's impact through more strategic partnerships and targeted outreach efforts. Strengthening connections with campus resources and fostering collaborations with local organizations could enhance the chapter's community service endeavors and broaden its reach within the community. Similar potential lies in the Academic Advancement initiatives offered by the chapter. By implementing tailored academic support initiatives,

such as mentorship programs and career development workshops hosted by alumni or on campus partners, the chapter could enhance members' academic experiences and contribute to their overall success at the university.

Chapter Development Questions

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- What additional resources or materials could be beneficial for enhancing the new member education experience?
- What additional measures can the chapter take to prepare for recruitment, including workshops and training sessions provided by on campus resources such as the Office of Multicultural Affairs and the Center for Student Access and Success?
- In what ways can Pi Beta Phi enhance transparency and communication regarding the budgeting process to ensure all members understand where their dues are going and feel confident in the chapter's financial management?
- Reflect on the effectiveness of the phased approach to increasing service hour requirements. How did members respond to the transition from 3 to 5 hours per semester? Will the chapter continue raising the service hour requirement with time?
- How effective is the Angel Anonymous reporting system in promoting accountability and addressing inappropriate behavior?
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- How can Pi Beta Phi strengthen partnerships with campus resources, such as academic advising centers or tutoring services, to provide additional academic support for its members?
- How can the chapter further leverage the knowledge and expertise of its alumni network to provide mentorship and guidance to members pursuing academic and career goals?
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Best Practices

- Leadership and Member development opportunities such as the College Weekend Leadership Convention, the Beta Buddies Program, and the Officer Transition Program provide members with mentorship and guidance from both the national organization and older members of the chapter as they look to take on positions of leadership.
- The Mock Recruitment allows for members to see what is expected of them during the Panhellenic Recruitment process, as well as develop skills needed to conduct values-based recruitment.
- The Community Service vs. Philanthropy workshop highlights the differences between the two, as well as the importance of engaging in each practice intentionally.

- The LinkedIn group with Pi Beta Phi alum allows undergraduates members to make meaningful connections with former members who can provide mentorship regarding academic and professional endeavors.