

## Zeta Tau Alpha

Accreditation Report

2023-2024

### Leadership & Member Development

- The chapter continued with the implementation of a five-pointed crown system encouraging member development through each member being responsible for attending five civic engagement events, four sisterhood events, three new member events, two Panhellenic events, and one for attending 100% of the chapter meetings held.
- The chapter's Nine Key Values are implemented through the Fraternity Education Chair facilitating weekly educational programming based on these values as weekly chapter meetings for members. These programs educate members on the history and alumnae of the organization.
- The Recruitment Chair from the past year organized an inclusive recruitment workshop aimed at equipping members with the skills necessary for fostering inclusive and welcoming conversations with potential new members.
- New members were guided through a six-week education process learning the history and values of Zeta Tau Alpha, bonding events, anti-hazing education, wellness, and ritual education.
- 86% of chapter members are involved in other campus organizations and leadership roles outside of Zeta Tau Alpha. Some of these organizations include admission tour guides, TRAC fellows, and BTS facilitators. Each week at chapter meetings, "Snaps and Announcements" are held where members can share upcoming events with other organizations they are involved in on campus.
- In order to have a stronger commitment to DEI, the chapter formed a DEI committee overseen by the chapter's Inclusion Chair. Some of the educational programming the committee created for the chapter were a Black History Movie Night followed by discussion and reflection and a body-positivity program for International Women's Day.

### Chapter Development Questions for 2024-2025:

- How can Zeta Tau Alpha create more intentional DEI initiatives for members?
- How can Zeta Tau Alpha utilize campus resources to assist them in their DEI initiatives?

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

### Organizational Operations

- Chapter bylaws were recently updated in 2023 aligning with National Policies, Lehigh University, and Panhellenic. The bylaws were presented to the chapter and voted on a week later.
- At the beginning of each academic year, the budget and breakdown of costs is outlined and presented to chapter members to ensure financial transparency and accountability.
- The chapter has a sufficient and stable judicial system where members from each class sit on the judicial board which is overseen by the judicial chair. The judicial chair presents a Nationals workshop "My Sister My Responsibility" where the judicial proceedings are outlined for members.
- Zeta Tau Alpha holds weekly executive board and chapter meetings and actively participates in Fraternity and Sorority Life's Roundtables and initiatives, Panhellenic Council meetings, and other initiatives. The chapter relies on advisors from IHQ and Fraternity and Sorority Life for operational support.

- The Nine Key Values are the foundation of Zeta Tau Alpha's recruitment process. During recruitment, the chapter assessed potential new members based on their alignment with these values. Each day of the process highlights specific values. Members receive training for these practices through workshops conducted by IHQ.
- The chapter held an Executive Committee retreat where incoming officers formulated goals and action plans for the chapter to focus on. Some of these goals included increasing personal accountability, transparency, and inter-class sisterhood. These goals were shared with IHQ.

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

- The chapter is operating excellently, how can the chapter continue to grow and expand in these efforts?
- The chapter is encouraged to examine restorative practices to assist in meeting their goal of personal accountability.

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

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

- The chapter set a standard for member participation in community service by requiring each member to complete a minimum of five hours of community service each semester, through their crown system. New this semester, one of these five hours was required to be directly involved with civic engagement, so as to increase participation in DEI-related events.
- Some of the service efforts chapter members participated in have been letter writing for veterans on Valentine's Day, a food supply drive for St. Bethany's food pantry, making hand-tied fleece blankets donated to St. Luke's Hospital tied with hand written notes of encouragement, providing snack bags, and serving dinner at Victory House.
- Zeta Tau Alpha actively participated in volunteer initiatives facilitated by the CSO, some of which included Spring Fling, Spooktacular, Feel Good Fridays, Kids Night Out, and Livin' La Vida Lehigh. The chapter has developed an intentional service plan with the CSO and plans to create new initiatives in the future.
- Members were held accountable for the completion of their service hours through filling out a required tracking form where members submit a photo of their completed service, feedback and reflections.
- The chapter hosted its annual "Pink Week" in the fall semester to support Breast Cancer Awareness. The week included a brunch with member families featuring raffle baskets, Late Night Pizza Deliveries with donated food, the Pink Gala at Iacocca Hall with Lehigh performances and dinner, educational tabling, and concluded with the Big Man on Campus pageant competition. All proceeds benefit the cause.
- In the spring semester the chapter hosted their first "Crown Classic Capture the Flag" tournament where members of the community signed up to participate in a capture the flag tournament on Mountaintop campus. The chapter also hosted a "Think Pink Carnival" which was a tabling event where students can pay to participate in carnival-like activities.
- In total, the chapter raised \$5,263 towards Breast Cancer Education and Awareness.

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

- What other opportunities are available to enhance alumni engagement?
- How can ZTA begin to collaborate with other organizations?
- How can ZTA build in more intentional spaces for reflection around philanthropy and service initiatives?

- Can the chapter integrate service work into their philanthropy 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 sixth out of eight Panhellenic sororities in the fall 2023 semester with a GPA of 3.51, an increase of 0.02 from the spring 2023 semester. The 3.51 GPA placed the chapter below the All Panhellenic average, but placed the chapter above the All Sorority and All Greek averages.
- Zeta Tau Alpha was ranked fifth out of eight in the spring 2024 semester with a GPA of 3.48, a decrease of 0.03 from the fall 2023 semester. The 3.48 GPA placed the chapter above the All Lehigh Women, All Lehigh Students, and All Greek GPAs and below the All Panhellenic and All Sorority GPAs.
- Zeta Tau Alpha's fall 2023 new member class GPA was 3.55 ranking second out of eight Panhellenic chapters conducting fall recruitment.
- Zeta Tau Alpha's spring 2024 new member class GPA was 3.35 ranking fifth out of eight Panhellenic chapters conducting spring recruitment.
- Zeta Tau Alpha had 46.5% of the chapter on the Dean's List in the fall 2023 semester and 44.4% on the Dean's List in the spring 2024 semester.
- Chapter members who are excelling in academics or professional development are highlighted during weekly meetings through adding their photo and accomplishments to a slide in the minutes.
- In order to assist members in professional development, there is a Lehigh ZTA alumni LinkedIn group promoted for networking, the offering of professional headshots as well as a workshop offered from the Center for Career and Professional Development.

### Chapter Development Questions for 2023-2024:

- What does a formalized scholarship plan look like for members who are struggling academically?
- What campus resources can ZTA tap into to assist the chapter in creating professional development opportunities for members?
- How can the chapter tie classroom learning to membership development?

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 area damages for the 2023-2024 academic year.
- Zeta Tau Alpha had no issues with openings or closings for the 2023-2024 academic year.
- Zeta Tau Alpha had no major or minor life safety violations for the 2023-2034 academic year.
- Zeta Tau Alpha keeps open lines of communication with Housing Services and is dedicated to creating a safe environment and staying in good standing. They continually have few violations and are responsive to feedback.
- Chapter members are cognizant of the privilege to reside in the facility and are held accountable to participate in the tidiness and upkeep of the house by the House Manager through the assignment of weekly chores.

### Chapter Development Questions for 2024-2025:

- Is there another way to hold members accountable for completing their assigned chores outside of fines?

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 2023-2024 Accreditation committee.**

Zeta Tau Alpha is deeply committed to upholding and embodying their organization's values. These values are the foundation of every initiative of the Lambda Zeta chapter, from recruitment and new member education to their 5-pointed crown system for member development. The chapter benefits significantly from the educational resources and initiatives provided by IHQ, with which they maintain a strong relationship. While Zeta Tau Alpha excels internally, the chapter is encouraged to utilize not only IHQ resources but also those available at Lehigh University, particularly for DEI efforts and intellectual growth. Zeta Tau Alpha remains a distinguished chapter within the FSL community, and their dedication to their chapter reflects their integral role in the broader Lehigh 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

- How can Zeta Tau Alpha create more intentional DEI initiatives for members?
- How can Zeta Tau Alpha utilize campus resources to assist them in their DEI initiatives?
- The chapter is operating excellently, how can the chapter continue to grow and expand in these efforts?
- The chapter is encouraged to examine restorative practices to assist in meeting their goal of personal accountability.
- What other opportunities are available to enhance alumni engagement?
- How can ZTA begin to collaborate with other organizations?
- How can ZTA build in more intentional spaces for reflection around philanthropy and service initiatives?
- Can the chapter integrate service work into their philanthropy efforts?
- What does a formalized scholarship plan look like for members who are struggling academically?
- What campus resources can ZTA tap into to assist the chapter in creating professional development opportunities for members?
- How can the chapter tie classroom learning to membership development?
- Is there another way to hold members accountable for completing their assigned chores outside of fines?

### Best Practices

- The chapter's five-pointed crown initiative, which encourages member development through each member being responsible for attending five civic engagement events, four sisterhood events, three new member

events, two Panhellenic events, and one for attending 100% of the chapter meetings held. This is considered a best practice in terms of accountability and membership development.

- The ability to revolve all chapter operations around the Nine Key Values of Zeta Tau Alpha is considered to be a best practice.
- Zeta Tau Alpha's values-based recruitment practices where each day of the recruitment process is focused on potential new members alignment with a specific value is considered to be a best practice.