

Leadership & Member Development

- Alpha Phi chapter leadership is structured as a robust board of 9 Executive Officers and 23 Directors spanning six departments, including a new role: Director of Mental Health. This position provides wellness resources, organizes stress relief events, and coordinates mental health bulletins
- The chapter's six-week New Member Education (NME) program integrates Alpha Phi International's curriculum with Lehigh-specific content, including safety education, human dignity policies, and organizational history.
- The "Den Moms" initiative pairs seniors with groups of new members for weekly informal mentoring sessions covering resume building, sorority balance, and major selection. This not only fosters member growth but deepens cross-class relationships.
- "Ivy Linkers" brings together five new members and five upperclassmen weekly for social and academic bonding. These pairings help build confidence and broaden support networks early on.
- Members participated in premier leadership events, including the Alpha Phi Leadership Institute at Disney, Alpha Phi's North/East Leadership Conference, and Lehigh's Summit for Greek Excellence, bringing back strategic planning and DEI training for implementation
- Members participate in development workshops co-hosted with campus groups like Break the Silence and AMSA, covering topics such as consent, CPR, and healthy relationships to build leadership and advocacy skills.
- The chapter's DEI Ted Talk initiative engages members in self-guided learning and reflection on topics like race, ethnicity, gender and sexual orientation significantly improving DEI fluency and fostering inclusive dialogue within Alpha Phi.

Chapter Development Questions for 2025-2026:

- How does the chapter measure engagement, effectiveness, and inclusivity in its sisterhood programming?
- How can mentorship initiatives like the "Ivy Linkers" and "Den Moms" be improved upon to further promote inter-class connections and support holistic member development?

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

Organizational Operations

- The Alpha Phi Executive Board meets weekly and maintains detailed Google Forms that track attendance and participation, enabling accountability and performance tracking.
- The chapter operates a comprehensive points system that rewards participation in events, with thresholds required for eligibility in social activities and housing selections.
- Alpha Phi's communication across all chapter levels is centralized via GroupMe, Google Drive, shared calendars, and newsletters, allowing officers and members to stay updated and engaged

- Each chapter department prepares annual budgets through a collaborative process analyzing membership projections and event costs. The finalized budget is shared transparently with members, who can select payment plans and receive financial aid if needed
- Financial transparency is prioritized with semesterly finance presentations, flexible payment plans, and a <1% delinquency rate in dues. Officers use prepaid cards for chapter-related purchases, uploading receipts to Google Drive for transparency. This system ensures compliance and traceability in financial management.
- A strong commitment to diversity, equity, and inclusion is embedded in recruitment, with inclusive training, non-gendered attire guidance, shared wardrobes to reduce financial strain, and opportunities for new members to give feedback on their experiences.
- The chapter is recognized for its dynamic social media presence, using Canva and Instagram to highlight achievements, educate on DEI, and boost recruitment with initiatives like “Why Aphi Wednesday”.

Chapter Development Questions for 2025-2026:

- What steps does Alpha Phi take to regularly evaluate the effectiveness and engagement of its points-based accountability system?
- How is feedback from members used to assess and refine the chapter’s internal communications and accountability practices?

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

Community Service & Engagement

- Alpha Phi maintains a six-hour minimum service requirement and incentivizes extra hours with points. This year, the chapter introduced a Director of Community Service to streamline communication and increase volunteer engagement through centralized planning and promotion.
- Nearly the entire chapter (90%) engaged in new partnerships with the American Heart Association, participating in CPR demos, National Wear Red Day, Valentine’s card drives, and Walkathons in connection to Alpha Phi’s national philanthropic partner, Women’s Heart Health.
- Alpha Phi supported major events hosted by the Community Service Office and Lehigh organizations such as the Holiday Hope Chest, Spooktacular, Hawkathon, Relay for Life, and blood drives, with members staffing booths, donating goods, and raising funds.
- The chapter reinitiated its partnership with Bethlehem Public Library’s Homework Helpers, with 65% member participation and goals to increase engagement further in the upcoming academic year.
- Philanthropic events such as the Red Dress Gala raised nearly \$16,600, supporting Alpha Phi’s women’s heart health mission.
- The chapter hosted workshops on voter education, consent, and sexual health, often co-hosting with Break the Silence and the Panhellenic Council, reinforcing their leadership in social justice topics.

Chapter Development Questions for 2025-2026:

- How does Alpha Phi measure the long-term impact of its community service partnerships (e.g., with the AHA, Bethlehem Public Library)?
- In what ways does the chapter evaluate and adapt service initiatives to meet emerging needs in the Lehigh Valley and campus communities?

- How does the chapter ensure equitable participation across different class years and availability in its service programming?

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 eighth out of eight in the fall 2024 semester with a GPA of 3.36, a decrease of 0.07 from the spring 2024 semester. The 3.36 GPA placed the chapter below the All Panhellenic, All Sorority, and All Greek averages.
- Alpha Phi was ranked eighth out of eight in the spring 2025 semester with a GPA of 3.36, maintaining the same average from the fall 2024 semester. The 3.36 GPA placed the chapter below the All Panhellenic, All Sorority, and All Greek averages.
- Alpha Phi's fall 2024 new member class GPA was 2.78 ranking third out of three chapters conducting fall recruitment.
- Alpha Phi's spring 2025 new member class GPA was 3.35 ranking eighth out of eight chapters conducting spring recruitment.
- Alpha Phi had 46.2% of the chapter on the Dean's List in the fall 2024 semester and 28.1% on the Dean's List in the spring 2025 semester.
- Alpha Phi's academic support initiatives include the "Phis Get Degrees" reward program and a new "Study Buddy" mentoring system organized by grade and major.
- Academic resources such as time management guides and learning style inventories are housed in a shared Google Drive, accessible to all members.
- A new academic improvement plan launching in Fall 2025 will require students with GPAs below 2.5 to earn academic points through tutoring, office hours, and workshops.

Chapter Development Questions for 2024-2025:

- How effective is the "Study Buddy" program in supporting academic success across diverse disciplines and learning needs?
- In what ways are academic intervention tools (e.g., care meetings, academic point plans) personalized to support struggling students?
- How does the chapter promote a culture of academic excellence while balancing the demands of chapter involvement?
- How are academic partnerships leveraged to enhance intellectual development?

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

Facilities Management

- Alpha Phi had no common damages in the 2024-2025 academic year.
- Alpha Phi had no issues with openings or closings in the 2024-2025 academic year.
- Alpha Phi had no Major Life Safety Violations in the 2024-2025 academic year.

- Narcan sprays, condoms, and first aid kits are readily available in bathrooms, while bulletin boards are updated regularly with academic and wellness resources.
- The chapter facility is used to host events such as Moms Weekend Brunch and DEI Cultural Dinners, maximizing the use of communal areas for bonding and learning.
- Sustainability efforts include trash clean-ups, Earth Day trivia, and a Day of Sustainability with Sigma Phi Epsilon involving garden planting and fundraising.

Chapter Development Questions for 2025-2026:

- How does the chapter measure member satisfaction with the living experience and facility updates at the Alpha Phi house?
- How does the chapter evaluate the effectiveness of its wellness resources (e.g., Narcan availability, mental health signage, Finals Wellness Baskets)?

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 2024-2025 Accreditation committee.

Alpha Phi earned an overall accreditation rating of Excellence, reflecting the chapter's outstanding achievements in leadership development, operational organization, community engagement, and facilities management. These successes stem from the chapter's integration of best practices, such as intentional mentorship through "Den Moms" and "Ivy Linkers," a strong digital infrastructure for operations and communication, and exemplary community partnerships—especially with the American Heart Association and local schools. The chapter's facilities are managed with care, emphasizing wellness, sustainability, and member comfort. However, the chapter received only Accredited status in the category of Academic and Intellectual Advancement, signaling a need for deeper impact and consistency in academic support. While initiatives like "Study Buddy" groups, academic care meetings, and incentive programs such as "Phis Get Degrees" demonstrate a strong foundation, the chapter can improve by enhancing faculty partnerships, standardizing follow-up for underperforming students, and better assessing the effectiveness of academic interventions. Greater integration of structured academic mentoring and proactive collaboration with university academic support services may further elevate outcomes in this area. By applying the same intentionality seen in other domains, the chapter is well-positioned to achieve Excellence across all categories in future evaluations.

The Accreditation committee assigns Alpha Phi an overall rating of Accredited with Excellence, meaning 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!

Chapter Development Questions

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- How can mentorship initiatives like the "Ivy Linkers" and "Den Moms" be improved upon to further promote inter-class connections and support holistic member development?
- What steps does Alpha Phi take to regularly evaluate the effectiveness and engagement of its points-based accountability system?

- How is feedback from members used to assess and refine the chapter's internal communications and accountability practices?
- How does Alpha Phi measure the long-term impact of its community service partnerships (e.g., with the AHA, Bethlehem Public Library)?
- In what ways does the chapter evaluate and adapt service initiatives to meet emerging needs in the Lehigh Valley and campus communities?
- How does the chapter ensure equitable participation across different class years and availability in its service programming?
- How effective is the "Study Buddy" program in supporting academic success across diverse disciplines and learning needs?
- In what ways are academic intervention tools (e.g., care meetings, academic point plans) personalized to support struggling students?
- How does the chapter promote a culture of academic excellence while balancing the demands of chapter involvement?
- How are academic partnerships leveraged to enhance intellectual development?
- How does the chapter measure member satisfaction with the living experience and facility updates at the Alpha Phi house?
- How does the chapter evaluate the effectiveness of its wellness resources (e.g., Narcan availability, mental health signage, Finals Wellness Baskets)?

Best Practices

- Programs like "Den Moms" and "Ivy Linkers" promote cross-class bonding, leadership development, and personalized support for new members.
- A clear and consistent structure that rewards engagement and links participation to privileges like social events and housing selection.
- Ongoing DEI initiatives like the Ted Talk initiative, cultural dinners, and inclusive recruitment training build awareness and foster a welcoming chapter environment.