

### Leadership & Member Development

- Gamma Phi Beta has a fully structured and organized officer transition process where new members are able shadow current officers. New officers are required to complete online training and workshops provided by IHQ.
- The chapter was placed on a probationary status per IHQ following a conduct incident in fall 2024. Following this incident the chapter was provided more resources towards sisterhood events without alcohol.
- PACE events offer members meaningful opportunities for personal growth and inclusivity through workshops that support both individual and chapter-wide development. Some of these events were a Safe Sex Workshop with BTS, Navigating the Job Market with Women in Finance, and Antisemitism Prevention with Chabad.
- The chapter's diversity, equity, and inclusion efforts align with the national organization's BEDI Summit goals, supported by a dedicated committee that meets regularly. The chapter offers workshops for members, including antisemitism training and Shabbat programming, and holds weekly discussions on inclusivity and DEI workshop recommendations during chapter meetings.
- 95.8% of members are involved in other organizations outside of Gamma Phi Beta.
- Gamma Phi Beta fosters connections between new and initiated members through programs such as Gamma Pals, Loyalty Circles, and Beta Buddies, which pair new members with current members. Additionally, Carnation Crews (small groups led by upperclassmen) meet weekly to provide guidance and share chapter insights.

### Chapter Development Questions for 2025-2026:

- How can Gamma Phi Beta use campus resources to improve their DEI plans?
- How can Gamma Phi Beta increase their collaboration with other organizations on campus?
- How does Gamma Phi Beta build connections between the learning members gained from their outside involvement and leadership development hosted by Gamma Phi Beta? How do other organizations benefit from having a Gamma Phi Beta member involved?
- How can Gamma Phi Beta create more intentionality and set goals and specifics around their events and planning?

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

### Organizational Operations

- Gamma Phi Beta is financially stable and responsible for ensuring members pay their dues by taking away voting and social event privileges. The chapter takes rising costs into account when creating the budget and flexible installments for members who may need assistance in paying dues.
- The chapter utilizes their Instagram account to showcase their philanthropy and sisterhood events as well as to highlight their new members.

- In response to the Fall 2024 conduct case, Gamma Phi Beta, in collaboration with their advisor and FSL, has implemented new procedures to ensure compliance with BYOB policies at all co-sponsored events and to enhance executive board oversight through a dedicated risk management group chat.
- Gamma Phi Beta upholds member accountability through its Standards process, with the Standards Board convening upon reported incidents and collaborating with their advisor to ensure proper procedures and documentation for headquarters.
- To ensure member engagement, the chapter utilizes a merit-based point system that tracks member involvement and rewards members through point accrual. Panelists would have liked to hear more specificity about the points system.

#### **Chapter Development Questions for 2025-2026:**

- How can Gamma Phi Beta begin to examine financial barriers for PNMs who wish to join their organization?
- How can Gamma Phi Beta begin to get all members interested and on board with ensuring co-sponsored events are safe and following policies?
- What steps does Gamma Phi Beta take to regularly evaluate the effectiveness and engagement of its points-based accountability system?

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

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

- Gamma Phi Beta raised \$1,105 philanthropy dollars through their annual events of Moonball and Gamma Grill raising money for their national philanthropy, Girls on the Run.
- Gamma Phi Beta requires 5 hours of community service per member each semester, completing 511 hours in the fall 2024 semester and 650 in the spring 2025 semester.
- The chapter created a new partnership this year with the Turning Point of the Lehigh Valley where they held a women's essential drive and extended their donation collection across the Panhellenic community.
- Gamma Phi Beta collaborated with other IFC and Panhellenic chapters throughout the year. held a Cornhole for Cancer tournament with Sigma Phi Epsilon and a Greek Loop Cleanup with Alpha Phi.
- Gamma Phi Beta participated in Lehigh University sponsored events such as Relay for Life and the CSO's Homework Club where they created and delivered snack bags to Broughal Middle School.
- Gamma Phi Beta highlighted and showcased members' individual community service involvement. Some of these examples include volunteering at St. Luke's, Children's Burn Foundation, and tutoring.

#### **Chapter Development Questions for 2025-2026:**

- How can Gamma Phi Beta collaborate with other organizations outside of Panhellenic and IFC?
- How can Gamma Phi Beta collaborate with other organizations outside of Greek life?
- How can Gamma Phi Beta create an intentional service plan that coincides with Girls on the Run?
- How can Gamma Phi Beta create spaces where alumni can be active and utilized?

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

#### Academic & Intellectual Advancement

- Gamma Phi Beta was ranked third out of eight in the Fall 2024 semester with a GPA of 3.58, an increase of 0.05 from the Spring 2024 semester. The 3.58 GPA placed the chapter above the All Panhellenic, All Sorority, and All Greek averages.
- Gamma Phi Beta was ranked seventh out of eight in the Spring 2025 semester with a GPA of 3.51, a decrease of 0.07 from the Fall 2024 semester. The 3.51 GPA placed the chapter below All Panhellenic and All Sorority averages and above the All Greek average.
- Gamma Phi Beta's Spring 2025 new member class GPA was 3.42, ranking seventh out of eight chapters conducting Spring recruitment.
- Gamma Phi Beta had 56% of the chapter on the Dean's List in the Fall 2024 semester and 31% on the Dean's List in the Spring 2025 semester.
- Gamma Phi Beta promotes academic excellence through a chapter tradition called *Sister Shoutouts*, a program that allows members to nominate one another at chapter meetings where they share their successes.
- The chapter has a clear and detailed academic recovery plan for any members who may be falling below the required GPA utilizing the Center for Academic Success as a helpful resource.

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

- How can the chapter utilize campus resources like the Center for Career and Professional Development to encourage professional networking for members?
- How can Gamma Phi Beta strategically engage alumni through formal events, such as networking or mentorship opportunities, to support members' professional development?
- How will the chapter review and enhance their academic recovery plan to include proactive strategies for identifying members in need of academic support?
- Is there an opportunity to explore additional support structures like a peer mentor program, study buddy system, or additional incentives for academic success?

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

#### Facilities Management

- Gamma Phi Beta had issues during common area inspections during the spring 2025 semester during which hallways and common areas were cluttered with bedroom furniture, mattresses, dirty microfridges, clothing, and candles, which continued to persist throughout the semester despite multiple check-ins and communication from Housing Services.
- Gamma Phi Beta did not close the house properly for spring break as there were desks and other bedroom furniture pulled out of bedrooms and placed in the hallway which Housing Services had to move.
- Gamma Phi Beta had minor and major life safety violations during the 2024-2025 academic year with furniture blocking the hallways being a major violation and a candle found in the living room being a minor violation.

- The House Manager attended all meetings with Housing Services each month during the 2024-2025 academic year.
- While chapter leadership remains responsive and compliant with Housing Services protocols, there appears to be a disconnect among general members regarding their shared responsibility in maintaining the facility. Many members struggle to consistently uphold cleanliness and facility standards, indicating a need for stronger accountability measures and a cultural shift toward collective ownership and respect for the chapter space. Reinforcing the idea that facility upkeep is a shared responsibility, not just a leadership task, will be critical for sustaining a respectful and well-managed living environment.

#### **Chapter Development Questions for 2025-2026:**

- How can Gamma Phi Beta improve keeping the facility clean and up to standards?
- How can chapter leadership encourage members to follow protocols?
- How can the chapter ensure they are prepared for scheduled common area inspections?
- How can the chapter design an onboarding training for new residents that reviews policies and protocols and allows residents to create expectations for themselves, chapter membership as a whole, and guests to ensure consistent and appropriate care for the facility?

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

#### **Overall Rating**

**Overall, Gamma Phi Beta has been rated an **Accredited** chapter by the 2024-2025 Accreditation committee.**

While Gamma Phi Beta faced challenges this year, the chapter has taken positive steps forward by adhering to sanctions from their headquarters and collaborating with FSL. Panelists commend the chapter for reengaging in philanthropy and service and encourage leadership to develop more intentional opportunities for broader member participation. The accreditation presentation reflected strong commitment from chapter leadership to improve the organization; however, general member engagement remains limited. This was evident in low participation during the Q&A session and ongoing issues with chapter house maintenance. Gamma Phi Beta is encouraged to focus on motivating general engagement and fostering a shared sense of responsibility among all members to support the chapter's success.

**The Accreditation committee assigns Gamma Phi Beta an overall rating of Accredited, meaning the chapter meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.**

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- How can Gamma Phi Beta strategically engage alumni through formal events, such as networking or mentorship opportunities, to support members' professional development?
- How will the chapter review and enhance their academic recovery plan to include proactive strategies for identifying members in need of academic support?
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### **Best Practices**

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