

Leadership & Member Development

- 76% of members are involved in other campus organizations outside of Zeta Tau Alpha.
- Members are held accountable for their engagement within the chapter through Zeta Tau Alpha's 5-point crown system. Where members must complete 2 DEI focused events, 4 sisterhood events, 3 new member events, 2 Panhellenic events, and attendance at 100% of chapter meetings.
- At chapter meetings, Zeta's nine values are reinforced through educational programming led by the Fraternity Education Chair, with a focus on Lifelong Learning and Loyalty and Commitment. Members engage through fun facts, ZTA updates, and interactive trivia.
- New members are introduced to the chapter through Z-Learning, which covers Zeta Tau Alpha history, icebreakers, and class bonding. Each new member is paired with a 'Bid Day Buddy' for support and receives a New Member Guide outlining the education schedule, key resources, and contact information.
- Once new members are initiated, a retreat is organized for the new class to participate in activities that promote deeper conversations, team building, and writing inspirational and admiring notes of encouragement to one another.
- A new tradition, The Sunshine Notebook was introduced this year where sisters pass the notebook and write heartfelt letters of encouragement to one another.
- Zeta Tau Alpha hosted several diversity, equity, and inclusion-focused events, including an Indigenous Peoples Night and a Deaf History Movie Night with a guided reflection. Additionally, the chapter implemented an anonymous reporting form to allow members to confidentially report any behavior or language that may conflict with these DEI values.

Chapter Development Questions for 2025-2026:

- How can Zeta Tau Alpha utilize university resources to assist them in membership development?
- How is the effectiveness of the Crown System evaluated, and are there opportunities to gather member feedback to improve it?
- Are there ways to diversify educational methods (e.g., guest speakers, panels, case studies) to deepen engagement with ZTA's nine values?

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

Organizational Operations

- Zeta Tau Alpha's governing documents align with Lehigh University's Code of Conduct and were revised and updated in November 2024 through the chapter's Bylaws Committee.
- Financial transparency is prioritized through a breakdown of the budget and dues being presented to members. Parents are invited to attend the Zoom meeting where dues are presented and they may inquire about any payments. Members are encouraged to apply for ZTA national scholarships and a 3 installment payment plan is offered to members.

- Mandatory chapter meetings take place weekly. Members are required to submit a photo of themselves in attendance. The Executive Board meets for an hour prior to chapter with their advisor.
- The judicial process follows guidelines provided through ZTA's International Headquarters where the Judicial Chair leads a committee made up of members from each grade level. New members are educated on these guidelines through "My Sister My Responsibility" presentations during chapter meetings.
- In January, the current Executive Committee set goals for the chapter. These goals were increasing accountability, furthering ZTA education, increasing meaningful involvement, leading by example and communicating with respect to confidentiality. These goals are reviewed during officer transitions in December.
- Zeta Tau Alpha prioritizes values-based recruitment where each round of recruitment focuses on one value of Zeta Tau Alpha that members are focusing on through conversations with PNMs. Members are prepared to recruit new members through workshops in the fall semester focusing on inclusivity and belonging.

Chapter Development Questions for 2025-2026:

- How can the chapter incorporate member feedback and input into future goals set by the Executive Committee?
- How are chapter-wide goals communicated, tracked, and celebrated throughout the year to ensure consistent focus and progress?

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

Community Service & Engagement

- During the 2024–2025 academic year, \$3,744.59 was raised for philanthropy. Notable events included Zeta's annual Pink Week, featuring educational and fundraising programs such as Big Man on Campus and the Pink Luncheon. In the spring semester the chapter hosted a Think Pink Carnival and a Pink Out Pickleball Tournament.
- 5 service hours are required for members each semester with 401 service hours completed during the 2024-2025 academic year. One of the hours completed must involve civic engagement in order to increase participation in DEI-related events.
- The chapter participated in several service initiatives, including organizing a food drive for St. Bethany's Food Pantry, creating and donating fleece blankets to St. Luke's Hospital, supporting Meals on Wheels, and contributing artwork to nursing homes and hospitals through the Color-A-Smile program.
- Zeta Tau Alpha remains involved in Lehigh's CSO where they participated in Spooktacular, Friday Kid's Night Out, Homework Club, Livin' La Vida Lehigh, and donated \$150 towards Spring Fling.
- An active GroupMe and LinkedIn creates a connection between alumni and chapter members. The Lehigh Valley alumni chapter donated goodie bags to the chapter during recruitment this year.
- Panelists wanted to make note that Zeta Tau Alpha could not articulate the name of the CGC organization they hosted a Hot Cocoa tabling event with during the Q&A portion of their accreditation presentation.

Chapter Development Questions for 2025-2026:

- How can the chapter build reflection pieces into their community service work?
- How does the chapter assess the impact of philanthropy events beyond the amount raised (e.g., awareness, community engagement, PNM perception)?
- How can Zeta Tau Alpha begin collaborating and build meaningful relationships with other organizations outside of IFC and Panhellenic?
- Are there new service partnerships or causes the chapter could explore to diversify civic engagement opportunities?
- To what extent is Zeta Tau Alpha actively engaging in DEI workshops and events in a meaningful way, rather than simply fulfilling requirements?
- How can the chapter improve its understanding and articulation of partnerships with other councils, like the CGC?
- How can the chapter make alumni engagement more consistent and reciprocal, especially beyond recruitment support?

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 fourth out of eight Panhellenic sororities in the fall 2024 semester with a GPA of 3.51, an increase of 0.05 from the spring 2024 semester. The 3.51 GPA placed the chapter below the All Panhellenic average, but above the All Sorority and All Greek averages.
- Zeta Tau Alpha was ranked third out of eight Panhellenic sororities in the spring 2025 semester with a GPA of 3.62, an increase of 0.11 from the fall 2024 semester. The 3.62 GPA placed the chapter above the All Panhellenic, All Sorority, and All Greek averages.
- Zeta Tau Alpha's spring 2025 new member class GPA was 3.59 ranking third out of eight Panhellenic chapters conducting spring recruitment.
- Zeta Tau Alpha had 49% of the chapter on the Dean's List in the fall 2024 semester and 51.7% on the Dean's List in the spring 2025 semester.
- The chapter introduced a new reward system called *A for Effort* which encourages members who receive A's to enter themselves into a raffle to win a giftcard.
- A resource for academic resources with information from the Center for Academic Success and the Center for Career and Professional Development is readily available for members which is linked in the weekly chapter minutes.
- Zeta Tau Alpha acquired a new faculty advisor this semester.
- Grouping members by colleges and majors takes place every semester by the VP of Academic Achievement allowing members to connect with others and seek academic mentorship.

Chapter Development Questions for 2024-2025:

- How does Zeta Tau Alpha plan to utilize their faculty advisor?
- How can Zeta Tau Alpha begin to utilize their staff advisor?
- How can Zeta Tau Alpha intentionally utilize campus resources to enhance academic success?
- How can Zeta Tau Alpha utilize their alumni to promote networking opportunities for members?

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 damages during the 2024-2025 academic year.
- Zeta Tau Alpha was opened and closed properly during the 2024-2025 academic year.
- Zeta Tau Alpha had one minor life safety violation during the 2024-2025 academic year where a candle was found in the house.
- Zeta Tau Alpha House Manager and President is responsive to Housing Services and ensures a safe, clean and well-maintained environment.
- Mandatory house meetings take place twice a semester where important rules and updates are shared with members who live in the facility.
- Chores are assigned in roommate pairs so it is easy for members to hold each other accountable for completing their chores with a whiteboard in the kitchen to check off completed chores.

Chapter Development Questions for 2025-2026:

- How can Zeta Tau Alpha incorporate more sustainability efforts into the house?
- How can the chapter assess whether information shared at house meetings is understood and followed by residents?
- Could there be additional incentives or recognition systems to encourage consistent completion of chores?

In the area of **Facilities Management**, the committee rated Zeta Tau Alpha to be an Accredited - Chapter.

Overall Rating

Overall, Zeta Tau Alpha has been rated an Accredited - chapter by the 2024-2025 Accreditation committee.

Zeta Tau Alpha demonstrates a strong commitment to upholding its core values, operating as a values-based organization in both word and action. These principles are thoughtfully integrated into their recruitment process, with each round emphasizing specific values that are then carried through the new member experience. The chapter also ties its philanthropic efforts closely to these values, reinforcing them throughout members' involvement. Zeta Tau Alpha exemplifies excellent organizational operations, supported by effective leadership, which keeps members held accountable and aligned.

While Zeta Tau Alpha has built a strong foundation and continues to exemplify its values, Panelists identified opportunities for continued growth. They noted that the chapter could benefit from renewed energy and a forward-looking mindset to avoid becoming stagnant. One key area for this revitalization is in the chapter's efforts around diversity, equity, and inclusion. While initiatives are underway, it remains unclear whether the chapter is deeply engaging with this work or simply fulfilling expectations. Zeta Tau Alpha consistently excels in philanthropic fundraising; however, panelists encourage the chapter to continue this momentum while simultaneously building in moments to reassess and re-value if some of these traditions are still meaningful to members and how they can be improved to foster continuous growth. Additionally, while the chapter has access to strong internal programming for member

development, Panelists encourage Zeta Tau Alpha to more fully leverage campus resources and university staff to expand these efforts. By setting new goals and pursuing continuous improvement, the chapter can build upon its solid foundation and continue progressing toward long-term excellence.

The Accreditation committee assigns Zeta Tau Alpha 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.

Chapter Development Questions

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- Are there ways to diversify educational methods (e.g., guest speakers, panels, case studies) to deepen engagement with ZTA's nine values?
- How can the chapter incorporate member feedback and input into future goals set by the Executive Committee?
- How are chapter-wide goals communicated, tracked, and celebrated throughout the year to ensure consistent focus and progress?
- How can the chapter build reflection pieces into their community service work?
- How does the chapter assess the impact of philanthropy events beyond the amount raised (e.g., awareness, community engagement, PNM perception)?
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Best Practices

- Panelists were impressed with Zeta Tau Alpha's financial operations and believe the invitation to parents/guardians to attend a Zoom meeting outlining dues payments is considered to be a best practice.