

Academic Achievement

- Alpha Phi was ranked sixth out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.47, an increase of .11 from the Spring 2025 semester. The 3.47 GPA placed the chapter above the All Greek average and below the All Panhellenic, and All Sorority averages.
- Alpha Phi was ranked eighth out of eight Panhellenic sororities in the Spring 2026 semester with a GPA of 3.38 a decrease of .09 from the Fall 2025 semester. The 3.38 GPA placed the chapter below the All Greek, All Panhellenic, and All Sorority averages.
- Alpha Phi's Spring 2026 new member class GPA was 3.26, ranking eighth out of eight chapters conducting Spring recruitment.
- Alpha Phi had 42.3% of the chapter on the Dean's List in the Fall 2025 semester and 36.8% on the Dean's List in the Spring 2026 semester.
- Alpha Phi implemented a comprehensive five-point academic requirement system beginning Fall 2025, where members earn points through attending office hours, tutoring sessions, participating in study groups, achieving A's on major assignments, and utilizing Alpha Phi International's PASS modules, with members exceeding requirements being recognized through incentives and acknowledgment at chapter meetings.
- The "Study Buddy" peer mentorship program matches members into study groups based on grade level, major, and minor, maintaining active group chats where members share resources, ask questions, and provide encouragement, helping newer members balance academics with chapter involvement through connections with experienced peers.
- Academic recognition initiatives include the "Phis Get Degrees" monthly raffle for members earning A's, an end-of-semester Academic Achievement Banquet at The Pub for members with 3.5+ GPAs, and celebration of achievements at weekly chapter meetings to cultivate a culture of academic accountability and motivation.

Chapter Development Questions for 2026-2027:

- What strategies can Alpha Phi implement to ensure consistent participation in the academic points system and prevent members from viewing it as a checkbox requirement rather than meaningful engagement?
- What measures can be taken to track the effectiveness of personalized academic improvement plans and ensure members receiving biweekly check-ins show measurable progress?

In the area of **Academic Achievement**, the committee rated Alpha Phi to be an Accredited with Excellence ▾ Chapter.

Campus and Community Engagement

- Alpha Phi maintains strong partnerships with organizations including Break the Silence (One Love Foundation presentation on intimate partner violence, sexual misconduct awareness, safe sex facilitation with Peer Health Educators), SPEAK (facilitation on inclusivity in Greek life), Diversity Peer Educators (unconscious bias workshop 3/4/26), and LUPD (Medical Amnesty presentations with interactive Q&A sessions).

- Alpha Phi collaborates extensively with Lehigh EMS and Recreational Athletics on CPR training initiatives, hosting multiple certification sessions with small-group instruction and simulations, partnering to ensure each recreational sports team has at least one CPR-trained member, and planning a hands-only CPR education table to expand campus preparedness in alignment with the chapter's women's heart health philanthropy.
- Alumni and family engagement occurs through regular newsletters, a comprehensive alumna contact spreadsheet dating to 1977 accessible to all members for networking and mentorship, a recent graduate mailing list, annual Family Weekend tent events at football stadium, and a planned virtual Alpha Phi Career Fair using Zoom breakout rooms by career interest to maximize accessibility by eliminating travel barriers.
- Social media strategy on Instagram promotes events through visually appealing digital banners with member reposts for amplified reach, celebrates individual achievements through member features, recognizes Dean's List honorees, reshares member accomplishments from other organizations, and plans to feature graduating seniors and summer internships to showcase leadership and professional development.

Chapter Development Questions for 2026-2027:

- How might the chapter expand its campus partnerships beyond health and safety organizations to include academic departments, cultural organizations, and professional development resources?
- How can Alpha Phi ensure continuity of its strengthened advisor relationship during executive board transitions, and what specific responsibilities should be assigned to the faculty advisor beyond event attendance?
- What strategies can Alpha Phi utilize to ensure the planned Fall 2026 Career Fair achieves strong participation from both alumni and members, particularly sophomores and juniors beginning their internship searches?

In the area of **Campus and Community Engagement**, the committee rated Alpha Phi to be an Accredited with Excellence - **Chapter**.

Chapter Growth and Sustainability

- Alpha Phi creates an accessible and inclusive recruitment experience through social media outreach, campus-wide events, open philanthropy activities, and financial transparency, showcasing members' diverse involvement across campus to demonstrate that the chapter values women with varied interests, backgrounds, and experiences, while providing low-pressure opportunities for students unfamiliar with Greek life to engage with the organization in approachable and welcoming ways.
- The chapter implements a comprehensive officer transition process where newly elected Executive Board members shadow their predecessors beginning in October, participate in individual mentorship meetings, engage in biweekly sessions with alumnae advisors, and attend a full-day November retreat with the alumnae advisory board to establish collective goals including increasing chapter GPA, enhancing engagement across all member classes, and improving recruitment understanding, all supported by Alpha Phi International leadership resources and position-specific modules.
- New members experience a structured six-week education program that introduces Alpha Phi's High Ideals, history, values, policies, and expectations through weekly themed meetings covering foundations, risk management, campus resources, leadership opportunities, philanthropy, and ceremonial traditions, culminating in Initiation on February 26th with weekly ice breakers, reflection activities, Learn.AlphaPhi modules, and the Big Little Reveal creating meaningful connections throughout the process.

- The chapter embeds Alpha Phi's High Ideals throughout the member experience by developing Sisterhood through mentorship structures, emphasizing Character through comprehensive risk management and Human Dignity education, fostering Generosity through personal philanthropy presentations focused on women's heart health and meaningful service reflection, and encouraging Innovation through leadership development opportunities both within the chapter and across campus, ensuring values are consistently practiced rather than simply taught.
- Chapter sustainability is prioritized through innovative programming like the new Den Mom initiative designed to increase senior retention, comprehensive planning including full semester calendars created during officer retreats, assessment of member experiences through testimonials and feedback, intentional sisterhood events focused on connection and personal development, structured Big Sister matching processes, and consistent emphasis on creating an inclusive chapter culture where all members feel valued, engaged, and connected to Alpha Phi's mission.

Chapter Development Questions for 2026-2027:

- How will the Den Mom Program be evaluated for effectiveness in supporting new members and increasing senior engagement and retention?
- How does the chapter ensure that Alpha Phi's High Ideals and values-based learning extend beyond formal education into everyday member experiences and long-term commitment?

In the area of **Chapter Growth and Sustainability**, the committee rated Alpha Phi to be an Accredited with Excellence - Chapter.

Service and Philanthropy

- Alpha Phi approaches service and philanthropy through a values-based framework grounded in High Ideals of Sisterhood, Generosity, Innovation, and Character, viewing them as interconnected but distinct components of civic engagement where philanthropy supports national-level impact through fundraising and awareness for women's cardiovascular health while service directly engages and supports the local Bethlehem community through education, reflection, and sustained community partnership rather than treating them as isolated events or short-term obligations.
- The chapter completed 1,791 total service hours in 2025-2026 academic year, far exceeding the goal of 1,638 hours (6.5 per member adjusted for study abroad and extenuating circumstances), with an average of 14.2 service hours per member surpassing national expectations; the chapter raised semester requirement from 6.5 to 7 hours to continue increasing participation and established goals including achieving 90% attendance at Service Roundtables, strengthening reflection practices with structured post-event discussions, expanding partnerships with local organizations focused on youth education and health, and educating the broader campus community about CPR importance.
- Alpha Phi emphasizes reflection-based service learning as defining feature of the chapter's approach, requiring structured reflection activities after major initiatives where members complete guided exercises focusing on emotional impact of service experiences, understanding community needs, personal leadership development, and connection between individual actions and broader social change; reflections consistently highlight development of empathy, teamwork, leadership, and civic responsibility.
- Alpha Phi's comprehensive tracking and assessment system maintains individual service hour logs throughout the academic year, event attendance records for all philanthropy and service events, required reflection submissions for major initiatives, semester reviews of participation trends and engagement levels, and ongoing evaluation of community partnerships and impact to ensure transparency, accountability, and continuous improvement.

- The chapter fosters a culture of lifelong advocacy by integrating service and philanthropy into the lived experience of membership from recruitment through senior year with continuous exposure to opportunities emphasizing why members serve rather than just how they serve.

Chapter Development Questions for 2026-2027:

- How does the chapter measure the depth and quality of reflection submissions to ensure members are genuinely processing experiences and connecting them to broader social issues rather than completing reflections as a checkbox requirement?
- What strategies exist to ensure that service and philanthropy engagement remains consistent throughout the entire academic year rather than concentrating around major events, and how does the chapter support members in integrating these values into their personal lives beyond chapter-organized activities?

In the area of **Service and Philanthropy**, the committee rated Alpha Phi to be an Accredited with Excellence - **Chapter**.

Facility Management

- Alpha Phi's VP for Finance & Housing utilizes documented Alpha Phi Housing policies and procedures that align fully with Lehigh University's General Provisions of Occupancy (GPO) for Greek facilities, with all agreements presented annually to initiated and new members and distributed electronically for e-signature and document retention, demonstrating the chapter's commitment to full financial transparency and clear member responsibilities for chapter dues, meal plans, housing fees, and live in/live out expectations.
- The Alpha Phi 2025-2026 Board Agreement outlines overall Alpha Phi International housing and meal plan requirements including quiet study hours, guest policies, use of the facility, and care and maintenance of common areas and member bedrooms, along with related member requirements and transparent meal plan costs for the academic year for both live-in and live-out members, ensuring all members understand their responsibilities regardless of residency status.
- Alpha Phi's House Manager, alumnae Finance & Housing advisor, and chapter Finance Department collaborate with Alpha Phi International's national housing corporation for refurbishment of common areas and coordination with Upper Crust Food Service for meal plan operations, as well as planning any long-term capital improvements in cooperation with Lehigh Housing to create a welcoming, safe, attractive, and high-quality residential experience.

Chapter Development Questions for 2026-2027:

- How does the chapter educate new members about facility management expectations during the new member education period to ensure they understand responsibilities before signing contracts?
- What assessment or feedback mechanisms exist to evaluate member satisfaction with the residential experience, meal plan quality, and facility conditions, and how is this feedback incorporated into improvements?

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

Health and Safety

- Comprehensive Risk Prevention & Safety Plan establishes strict policies including no underage alcohol possession/consumption, no illegal drugs/controlled substances, alcohol only through licensed third-party vendors or BYOB, substance-free new member events, and alcohol/drugs strictly

prohibited in chapter facility with violations handled through defined accountability procedures and FSL reporting.

- Accountability system includes Judiciary Board meetings for policy violations conducted respectfully and confidentially with educational sanctions/corrective measures/potential referrals and Care Meetings for lower-level wellness concerns serving as informal check-ins reducing anxiety, providing guidance, and connecting members to resources before escalation, ensuring members held accountable while supported through defined processes emphasizing understanding and growth.
- The chapter provides study materials and self-care products, invites LUPD therapy dogs Grace and Scout to house for stress relief, and collects member feedback on wellness programs for continuous improvement. The house is equipped with narcan, condoms, and first aid materials in all three bathrooms that are fully stocked with the entire chapter aware of its availability.
- Chapter implemented the new Director of Mental Health position providing peer support and resources, offering assistance during finals/midterms weeks, educating on self-care resources, and organizing attendance at Alpha Phi International's "Mental Health isn't One Size Fits All" session. Additionally, Alpha Phi launched the new Mental Health Walks initiative where members completing three walks weekly enter a raffle for prizes, demonstrating holistic wellness approach beyond physical safety.

Chapter Development Questions for 2026-2027:

- How does the sober monitor system ensure monitors are adequately trained and actively monitoring versus simply present?
- How does the chapter measure whether Alpha Phi International programming content is retained and applied beyond attendance?

In the area of **Health and Safety**, the committee rated Alpha Phi to be an **Accredited with Excellence** Chapter

Member Education and Development

- Alpha Phi restructured accountability leadership by dividing a single executive role into two distinct positions: VP of Health, Wellness, and Accountability and VP of Philanthropy, allowing a more focused approach to prioritizing member health/safety/wellbeing while expanding philanthropic efforts.
- Chapter accountability is maintained through the President, VP of Health/Wellness/Accountability, VP of Diversity/Equity/Inclusion, and Chapter Advisor. All are trained to facilitate Judiciary Board meetings with additional executive board members trained to step in when individuals are recused, ensuring fairness and continuity in addressing policy violations or behavior not reflecting Alpha Phi standards.
- Balanced accountability approach combines formal Judiciary Board meetings as an investigative tool for policy violations with proactive Care Meetings serving as informal check-ins supporting overall wellbeing and providing space for open communication where members feel comfortable discussing challenges and seeking guidance, strengthening trust within the chapter and reinforcing culture of responsibility, support, and mutual respect.
- Through comprehensive DEI programming, collaborations with campus partners, professional development initiatives, and structured accountability systems combining formal processes with proactive support, members have demonstrated significant growth in cultural competence, inclusivity, equity literacy, professional skills, and responsible decision-making. The chapter's commitment remains to ensure every member is equipped to lead with empathy, equity, integrity, accountability, and professionalism within Greek life and beyond.

Chapter Development Questions for 2026-2027:

- How does the points system balance encouraging participation with preventing members from viewing engagement as transactional rather than intrinsically motivated by Alpha Phi values?
- What succession planning exists to sustain comprehensive DEI initiatives, professional development programming, and accountability systems when current passionate leaders graduate and new officers assume roles with potentially different priorities?

In the area of **Member Education and Development**, the committee rated Alpha Phi to be an Accredited - Chapter.

Member Engagement and Belonging

- Alpha Phi prioritizes creating strong, inclusive sense of sisterhood through wide range of intentional alcohol-free events that foster connection, well-being, and engagement across all member classes with diverse programming appealing to different interests and strengthening relationships in meaningful ways, offering consistent calendar of events that are intentional, varied, and inclusive to promote culture of genuine connection, well-being, and lifelong sisterhood.
- The chapter hosts varied social bonding events including Kona Ice Truck, slider food trucks, sushi-making night, and Super Bowl watch party providing relaxed opportunities for members to spend time together, along with experiential outings like IronPigs baseball games and Dave & Buster's trips that encourage group participation and shared experiences outside the chapter house.
- Programming is intentionally designed to strengthen connections across member classes through sophomore PowerPoint nights allowing newer members to get to know older members, Big/Little Week and Reveal fostering meaningful one-on-one relationships throughout the Alpha Phi experience, and senior appreciation events reinforcing lifelong connection by celebrating members' contributions and honoring their role in the chapter.
- Alpha Phi prioritizes intentional reflection on the meaning of sisterhood through structured ceremonies and discussions, with the "Pass the Bear" ceremony serving as a cherished tradition where new members share something personal with their pledge class including why they joined Alpha Phi, important values, hopes for their time in the chapter, or something they wish their sisters knew about them, creating vulnerable and meaningful space to define and articulate expectations for sisterhood.

Chapter Development Questions for 2026-2027:

- What strategies ensure that diverse programming appeals to all members across different interests, member classes, and personal preferences?
- What support systems exist for members who may face barriers to participation in certain sisterhood activities?
- What processes allow members to contribute ideas for sisterhood programming and how are decisions made about event priorities?

In the area of **Member Engagement and Belonging**, the committee rated Alpha Phi to be an Accredited with Excellence - Chapter.

Goals and Achievement Plan

- Alpha Phi's SWOT analysis identifies chapter strengths including strong DEI initiatives, robust philanthropy and service partnerships, effective organizational operations, meaningful chapter reflection practices, and comprehensive Alpha Phi International support and resources; weakness of senior engagement; opportunities in academics, expanded DEI initiatives, collaboration with faculty advisors, alumni connection, and Panhellenic collaboration; and threats including risk situations and maintaining effective leadership, providing foundation for strategic goal-setting aligned with accreditation feedback and chapter priorities.
- All goals include comprehensive transition plans ensuring sustainability across leadership changes through documentation in shared drives, regular meetings between outgoing and incoming officers, involvement of both current and incoming Presidents in oversight, utilization of Alpha Phi International and Lehigh training resources, and collection of feedback for continuous improvement; timeline structured around academic calendar with spring planning, summer preparation, fall implementation, and ongoing monitoring ensuring accountability and progress tracking throughout year with clear evidence of effectiveness including metrics, surveys, participation rates, and qualitative feedback from members, partners, and advisors.

Chapter Development Questions for 2026-2027:

- What strategies ensure that the Den Mom program expansion successfully recruits engaged seniors and juniors willing to commit time and mentorship throughout the semester, and how does the chapter assess match quality between Den Moms and new members?
- What strategies prevent year-round DEI initiatives from becoming performative or experiencing participation fatigue, and how does programming remain responsive to evolving campus and societal conversations?
- What assessment demonstrates that goal achievement actually strengthens chapter culture and member experience rather than simply fulfilling accreditation requirements or creating additional obligations?

In the area of **Goals and Achievement Plan**, 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 2025-2026 Accreditation committee.

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!