

## Academic Achievement

- Gamma Phi Beta was ranked third out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.51, resulting in no change from the Spring 2025 semester. The 3.51 GPA placed the chapter above the All Greek, but below the All Panhellenic and All Sorority averages.
- Gamma Phi Beta was ranked seventh out of eight Panhellenic sororities in the Spring 2026 semester with a GPA of 3.52, an increase of 0.01 from the Fall 2025 semester. The 3.52 GPA placed the chapter below the All Panhellenic, and All Sorority averages and above the All Greek average.
- Gamma Phi Beta's Fall 2025 new member class was ranked first out of eight Panhellenic sororities.
- Gamma Phi Beta's Spring 2026 new member class GPA was 3.58, ranking second out of eight chapters conducting Spring recruitment.
- Gamma Phi Beta had 56.3% of the chapter on the Dean's List in the Fall 2025 semester and 45.5% on the Dean's List in the Spring 2026 semester.
- Gamma Phi Beta submitted a highly comprehensive and structured academic support plan that clearly outlines chapter expectations, accountability structures, academic supervision processes, and member support strategies rooted in the organization's core value of Learning.
- The chapter demonstrates strong intentionality in supporting academic success through the implementation of a detailed Academic Points Program that rewards a wide variety of academic and professional development behaviors, including internships, undergraduate research, tutoring, academic workshops, office hour attendance, study groups, and campus involvement connected to career and academic goals.
- Gamma Phi Beta demonstrates a proactive approach to academic accountability through structured academic supervision processes, individualized study plans, increased intervention measures, and executive council review for members experiencing continued academic difficulty.
- The chapter's academic support structure includes intentional peer mentorship and committee-based academic support through representatives from each academic class and mentorship opportunities based on major and career interests.

- The panel appreciated the variety and flexibility embedded within the Academic Points Program, particularly the emphasis on rewarding multiple forms of academic engagement and professional development experiences.

### **Chapter Development Questions for 2026-2027:**

- How does the chapter ensure that recruitment and membership eligibility GPA requirements are consistently implemented and monitored across all membership processes?
- What occurs when a member reaches a third semester on academic supervision, and how does the chapter balance accountability with ongoing support and retention efforts?
- How does the chapter ensure the Academic Points Program remains meaningful and accessible for members with varying levels of chapter involvement, living arrangements, or fluctuating academic performance?
- How does the chapter support members who repeatedly fluctuate between academic success and academic supervision to encourage sustained long-term improvement?

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

### **Campus and Community Engagement**

- Gamma Phi Beta demonstrates strong engagement with inter/national leadership development opportunities through participation in Real Leadership Retreat, Membership Vice President Training, the BEDI Summit, and upcoming attendance at Gamma Phi Beta Convention. These opportunities support officer development, values-based leadership, and chapter operational growth.
- The chapter demonstrates intentional engagement with its faculty advisor through ongoing communication, collaborative programming, mentorship opportunities, and integration into chapter conversations and academic support initiatives. The use of GroupMe communication with Dr. Gupta reflects a creative and accessible approach to maintaining advisor connection and engagement.
- Gamma Phi Beta demonstrates meaningful efforts to strengthen alumni relations through traditions such as Young Alumni Weekend, fidelity lessons featuring alumnae speakers, social media engagement, LinkedIn networking, and outreach

efforts designed to gather alumni communication preferences and encourage ongoing connection.

- The chapter demonstrates thoughtful collaboration with organizations and campus partners outside of fraternity and sorority life, including Women in Business, Inspire Her Club, Radical Health facilitators, and community-focused women's advocacy initiatives. These partnerships provide members with educational and developmental opportunities connected to wellness, leadership, and professional growth.
- Panelists highlighted the Radical Health Program as a particularly strong and innovative collaboration that provided members with guided discussions and resilience-building skills related to mental health, stress management, emotional intelligence, and women's wellness.
- The chapter demonstrates strong commitment to leadership development and recognition opportunities, including executive participation in trainings and conventions as well as applications for organizational awards at the international level.

#### **Chapter Development Questions for 2026-2027:**

- How can the chapter continue expanding intentional alumni engagement opportunities beyond annual traditions and social media interaction?
- What ongoing opportunities can the chapter create to strengthen consistent engagement and communication with families throughout the academic year?
- How does the chapter assess and track member involvement across campus organizations to better understand engagement trends and leadership development outcomes?
- How can the chapter continue using social media as an educational tool to better highlight the purpose and impact of events such as Moonball, philanthropy initiatives, and community partnerships?
- What opportunities exist for the chapter to continue expanding collaboration with campus and community organizations outside of fraternity and sorority life?

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

#### **Chapter Growth and Sustainability**

- Gamma Phi Beta demonstrates intentional efforts to make recruitment accessible and transparent through multiple outreach methods, continuous communication, and the inclusion of financial transparency materials during recruitment processes.
- The chapter demonstrates a strong commitment to leadership sustainability and officer preparedness through its executive shadowing program, structured transition workshop, officer collaboration meetings, and role-specific onboarding resources.
- The officer transition workshop held on November 16, 2025, reflects a thoughtful and comprehensive approach to onboarding new leaders by incorporating alumni advisor support, working notebook reviews, advisor relationship discussions, and collaborative transition planning between outgoing and incoming officers.
- Gamma Phi Beta incorporates both local chapter and international organizational resources into leadership development through required online transition modules and participation in the Real Leadership Retreat with Gamma Phi Beta International. These experiences provide officers with additional leadership education and opportunities for collaboration with chapters nationwide.
- The chapter demonstrates a structured values-based new member education process aligned with the Gamma Phi Beta Fidelity for New Members curriculum, integrating online lessons, in-person discussions, mentorship opportunities, ritual experiences, and sisterhood programming.
- The chapter's new member education structure reflects strong intentionality around relationship-building, mentorship, leadership exposure, and member engagement through initiatives such as Carnation Crews, Gamma Pals, Phi Friends, Beta Buddies, and officer guest speakers.

#### **Chapter Development Questions for 2026-2027:**

- How does the chapter assess whether recruitment efforts are effectively reaching students who may not traditionally consider Panhellenic recruitment?
- How does the chapter evaluate whether new officers feel adequately prepared and supported following the transition process and leadership trainings?
- How can the chapter continue encouraging members to actively demonstrate Gamma Phi Beta values within both Greek and non-Greek spaces across campus? .
- What additional opportunities could the chapter create to encourage leadership development and operational understanding among general members beyond those already participating in shadowing programs?

In the area of **Chapter Growth and Sustainability**, the committee rated Gamma Phi Beta to be an **Accredited** Chapter.

## Service and Philanthropy

- Gamma Phi Beta demonstrates a strong commitment to philanthropy and service through consistent support of organizations focused on youth empowerment, women's advocacy, cancer research, mental health awareness, and community engagement.
- The chapter's philanthropic efforts are strongly connected to its national philanthropy, Girls on the Run, through signature events such as Moonball and Gamma Grill, which help raise both funds and awareness for the organization's mission.
- Gamma Phi Beta demonstrates collaboration and community-mindedness through participation in and support of philanthropic initiatives hosted by other Greek organizations and campus groups, helping strengthen broader campus engagement and collective impact.
- The chapter incorporates a mix of fundraising and hands-on service opportunities, including Homework Club snack bags, Boys and Girls Club dinners, women's hygiene drives, and Greek Loop clean-up initiatives. These efforts demonstrate commitment to both direct community support and campus partnership-building.
- The women's hygiene product drive reflects thoughtful engagement with local community needs and women-centered advocacy work through partnership with Turning Point of the Lehigh Valley.

### Chapter Development Questions for 2026-2027:

- How does the chapter differentiate and track chapter-sponsored service hours versus individual member service hours to ensure accurate reporting and assessment?
- What opportunities exist for members to engage more directly with Girls on the Run through mentorship, volunteering, or educational experiences related to youth empowerment and leadership development?
- How can the chapter incorporate reflection practices into service and philanthropy programming to help members better connect their experiences to the mission and impact of the organizations they support?
- How can the chapter more intentionally connect hands-on service experiences with philanthropic fundraising and advocacy efforts to strengthen member understanding of the causes being supported?

In the area of **Service and Philanthropy**, the committee rated Gamma Phi Beta to be an **Accredited - Chapter**.

### **Facility Management**

- Gamma Phi Beta demonstrates strong communication and accountability practices related to facility management through the use of regular live-in meetings, housing expectation discussions, and ongoing communication between the Housing Manager, advisors, and chapter members.
- The chapter utilizes collaborative and solution-oriented approaches to address facility concerns, including the implementation of systems such as the “Pan/Dish Check-Out” process to encourage accountability and maintain shared spaces.
- The chapter demonstrates thoughtful engagement of members in maintaining and improving the facility through initiatives such as the Chapter House Clean-Out, which encouraged broad member participation and resulted in the donation of unused furniture and materials to Habitat for Humanity.
- Gamma Phi Beta submitted a comprehensive sustainability plan focused on realistic and achievable environmental practices related to waste reduction, reusable materials, intentional purchasing, food waste reduction, recycling, and energy conservation.
- The chapter demonstrates strong intentionality around sustainability education and member engagement by incorporating sustainability reminders into chapter communication, encouraging thrifting and reuse practices, and promoting participation in campus sustainability initiatives.
- Housing Services noted that the chapter house was generally well-maintained throughout the academic year, with positive feedback related to cleanliness, limited common-area damages, and improvement in previously identified organizational concerns within the facility.
- The chapter demonstrated strong compliance with occupancy expectations during the fall semester and successfully completed required housing openings, closings, meetings, and fire drill expectations.

### **Chapter Development Questions for 2026-2027:**

- How can the chapter more consistently educate members on housing policies and accountability expectations related to prohibited items and personal furniture within the facility?

- What strategies can the chapter implement to shift member culture and expectations surrounding personal furniture, shared spaces, and long-term facility stewardship?
- What measurable sustainability goals or outcomes could the chapter track to better assess progress and environmental impact over time?
- How can the chapter continue increasing engagement among both live-in and non-live-in members in maintaining the facility, preventing violations, and supporting sustainability initiatives?

In the area of **Facility Management**, the committee rated Gamma Phi Beta to be an Accredited - Chapter.

### Health and Safety

- Gamma Phi Beta demonstrates a proactive commitment to member safety and well-being through educational programming focused on campus safety, alcohol harm reduction, Medical Amnesty awareness, and consent education.
- The chapter collaborates with campus and community partners including LUPD, Peer Health, and Break the Silence to provide members with expert-led education and practical information related to safety and wellness.
- The LUPD safety program helped familiarize members with campus safety resources such as the blue light system, HawkWatch, and reporting procedures while also strengthening relationships and trust between chapter members and campus safety personnel.
- The chapter demonstrates strong intentionality around alcohol education and risk reduction through its recurring “Calling the Shots” presentations, which occur prior to the chapter’s first formal social event each semester. These programs reinforce responsible decision-making, Medical Amnesty procedures, and recognition of intoxication-related risks.
- The consent workshop with Break the Silence reflects a thoughtful approach to violence prevention and member education by incorporating interactive discussion, real-life scenarios, and conversations surrounding alcohol, consent, and bystander intervention.
- Panelists noted that while a formal written health and safety plan was not submitted, the chapter clearly demonstrates the presence of ongoing protocols, procedures, and educational efforts related to member well-being and risk prevention.

## Chapter Development Questions for 2026-2027:

- How can the chapter better document and formalize existing health and safety protocols, educational practices, and prevention strategies into a comprehensive written plan?
- What additional health and wellness topics could the chapter explore to further support members' physical, emotional, and mental well-being throughout the academic year?
- How can the chapter continue fostering a culture where members feel empowered to intervene, seek help, and support one another during potentially unsafe situations?

In the area of **Health and Safety**, the committee rated Gamma Phi Beta to be an Accredited **Chapter**

## Member Education and Development

- Gamma Phi Beta demonstrates a strong commitment to accountability and member development through a structured Standards process that emphasizes education, reflection, fairness, and personal growth rather than solely punitive outcomes.
- The chapter demonstrates proactive conduct prevention efforts through values-based education, peer-to-peer intervention, leadership guidance, and ongoing communication of expectations related to Gamma Phi Beta and Lehigh community standards.
- Gamma Phi Beta provides members with intentional professional development opportunities through Fidelity modules, workshops, chapter-led presentations, and collaboration with student leaders and campus organizations focused on career readiness and financial literacy.
- The chapter demonstrates strong intentionality around inclusive excellence and belonging through participation in BEDI programming, implicit bias education, systemic racism workshops, unconscious bias discussions, and chapter-wide conversations surrounding campus climate and inclusivity.
- The BEDI Plan demonstrates thoughtful long-term visioning around inclusive recruitment, financial accessibility, intercultural partnership-building, and increasing member engagement with belonging, diversity, equity, and inclusion efforts.
- Panelists highlighted the chapter's leadership transition structure as a strength, particularly the use of shadowing opportunities, advisor-supported monthly notebooks, and detailed journal-style transition materials documenting day-to-day operational knowledge and leadership practices.

- The chapter demonstrates intentional planning for future BEDI programming and engagement, including efforts to incorporate both educational programming and celebrations of cultural holidays and events into future chapter calendars.

### **Chapter Development Questions for 2026-2027:**

- How can the chapter continue integrating inclusive excellence and belonging conversations into regular chapter culture beyond standalone educational programs or reactive discussions?
- How can the chapter continue building sustainable transition systems that ensure operational knowledge and leadership practices are consistently passed between officer teams?
- How does the chapter assess whether recruitment practices and financial accessibility efforts are successfully increasing inclusivity and representation within membership?
- How can the chapter continue encouraging members to actively challenge exclusionary behaviors and contribute to a more inclusive Greek and non-Greek campus culture?

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

### **Member Engagement and Belonging**

- Gamma Phi Beta demonstrates a strong commitment to creating alcohol-free sisterhood experiences that foster connection, relationship-building, and member engagement through activities such as game nights, study sessions, sunset walks, and other creative community-building events.
- The chapter demonstrates intentionality around cultivating an inclusive and welcoming environment through consistent opportunities for members to spend quality time together outside of social settings involving alcohol.
- The variety of programming described reflects an effort to support both social connection and member wellness by incorporating low-pressure and accessible engagement opportunities for members with differing interests and schedules.

- The chapter demonstrates organizational consistency in documenting and tracking sisterhood programming through the use of BetaBase reporting and event documentation processes.

### **Chapter Development Questions for 2026-2027:**

- How can the chapter continue evaluating whether financial expectations associated with membership, events, and sisterhood activities create barriers to engagement for some members?
- What additional financial support mechanisms or scholarship opportunities could the chapter implement to support members experiencing financial hardship?
- How does the chapter gather feedback and assess whether sisterhood programming is creating meaningful engagement and belonging for all members?

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

### **Goals and Achievement Plan**

- Gamma Phi Beta demonstrates strong organizational self-awareness through a comprehensive SWOT analysis that thoughtfully identifies strengths, challenges, opportunities, and threats related to leadership development, accountability, DEI efforts, member engagement, communication, and facility management.
- The chapter developed goals that align directly with concerns identified through the SWOT analysis and previous accreditation feedback, particularly related to transparency, belonging, campus collaboration, facility management, communication, and inclusive excellence.
- Gamma Phi Beta demonstrates strong intentionality around leadership sustainability and organizational continuity through officer shadowing, transition documentation, advisor-supported notebooks, shared drives, and structured transition planning embedded throughout each goal area.
- The chapter demonstrates thoughtful planning related to inclusive excellence and campus engagement through measurable goals connected to BEDI programming, intercouncil collaboration, campus partnerships, and educational initiatives focused on belonging and accountability.

- The chapter incorporates measurable assessment indicators into multiple goals, including attendance expectations, event benchmarks, survey feedback, communication metrics, and accountability practices, demonstrating intentionality around evaluating effectiveness and member engagement.
- Gamma Phi Beta demonstrates strong commitment to improving communication and transparency through centralized calendars, chapter minutes, newsletters, dues education, and organizational tools designed to support accessibility and accountability for members.

### **Chapter Development Questions for 2026-2027:**

- How can the chapter create a more evenly distributed year-long programming and assessment structure rather than concentrating many initiatives and measurable outcomes within the spring semester?
- What additional systems or timeline adjustments could the chapter implement to ensure smoother leadership transitions when large portions of outgoing leadership are unavailable after transitions due to study abroad commitments?
- How can the chapter continue strengthening engagement and accountability among general members outside of executive leadership and committee roles?
- How does the chapter determine which initiatives and goals should be prioritized each semester to balance impact, member capacity, and long-term sustainability?

In the area of **Goals and Achievement Plan**, the committee rated Gamma Phi Beta to be an **Accredited with Excellence** Chapter.

### **Overall Rating**

**Overall, Gamma Phi Beta has been rated an Accredited chapter by the 2025-2026 Accreditation committee.**

The Accreditation committee assigns Gamma Phi Beta an overall rating of Accredited, 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**

- Gamma Phi Beta demonstrates strong organizational structure, thoughtful planning, and ambitious programming goals across many operational areas. How can the chapter continue prioritizing initiatives in a way that balances impact, sustainability, and member capacity while minimizing leadership fatigue?
- The chapter demonstrates strong efforts related to belonging, DEI/BEDI initiatives, and campus collaboration. How can Gamma Phi Beta continue moving from educational conversations to measurable cultural change and accountability within both the chapter and the broader Panhellenic community?
- Gamma Phi Beta demonstrates strong leadership transition systems and officer development practices. What additional structures can the chapter implement to ensure seamless continuity and institutional knowledge transfer when outgoing leadership transitions abroad immediately following their terms?
- The chapter demonstrates strong communication goals and increasing transparency efforts. How can the chapter continue strengthening engagement and accountability among general members to ensure initiatives and chapter culture are experienced consistently beyond executive leadership circles?

### **Best Practices**

- Gamma Phi Beta demonstrates a strong and highly intentional officer transition process through structured shadowing opportunities, advisor-supported notebooks, detailed transition documentation, shared operational resources, and leadership workshops that support long-term organizational sustainability.
- The chapter demonstrates thoughtful integration of inclusive excellence and belonging initiatives through its BEDI structure, educational programming, intercouncil collaboration efforts, and intentional conversations surrounding campus climate, bias awareness, and accountability.
- Gamma Phi Beta demonstrates strong communication and organizational practices through the implementation of centralized calendars, newsletters, chapter minutes, housing communication systems, and transparency initiatives designed to improve accessibility, accountability, and member awareness.