

Lambda Theta Alpha
Accreditation Report
2025-2026

Academic Achievement

- Lambda Theta Alpha was ranked first out of two Cultural Greek Council sororities in the Fall 2025 semester with a GPA of 3.18, resulting in an increase of 0.03 change from the Spring 2025 semester. The 3.18 GPA placed the chapter below the All Greek and All Sorority average but above the All CGC average.
- Lambda Theta Alpha was ranked first out of two Cultural Greek Council sororities and second out of all Cultural Greek Council organizations in the Spring 2026 semester with a GPA of 2.91, a decrease of 0.29 from the Fall 2025 semester. The 2.91 GPA placed the chapter below the All Greek, All CGC, and All Sorority averages.
- Lambda Theta Alpha's Spring 2026 new member class GPA was 3.27.
- Lambda Theta Alpha had 0% of the chapter on the Dean's List in the Fall 2025 semester and 16.7% on the Dean's List in the Spring 2026 semester.
- Lambda Theta Alpha demonstrates a strong culture of collective accountability and academic support through structured initiatives such as "Get As with LTAs," collaborative study spaces, Pomodoro-method study sessions, and individualized academic check-ins. The chapter clearly prioritizes creating an environment where members support one another academically while balancing chapter involvement and personal wellness.
- The chapter's Academic Support Plan reflects intentional efforts to connect members with institutional and national resources, including tutoring centers, office hours, academic advising, wellness services, and time management workshops. The integration of both Lehigh and national Lambda Theta Alpha resources strengthened the overall support framework.
- Panelists appreciated the chapter's emphasis on maintaining a "classroom-first" mentality during New Member Education and the implementation of structured study nights and frequent academic check-ins for new members. These efforts demonstrated intentionality around balancing academic responsibilities with chapter expectations.
- The chapter demonstrated strong academic performance overall, consistently maintaining and exceeding both institutional and organizational GPA expectations while celebrating member success through incentives and recognition programs.

Chapter Development Questions for 2026-2027:

- How can the chapter continue strengthening systems that help members balance academic responsibilities, leadership involvement, employment, and chapter commitments while maintaining member wellness?
- How does the chapter gather feedback from members regarding the effectiveness of its academic support initiatives, and how is that feedback used to refine future programming and support structures?
- How can the chapter continue reinforcing its philosophy of “quality over quantity” in membership engagement, leadership involvement, and chapter expectations while supporting long-term academic success?

In the area of **Academic Achievement**, the committee rated Lambda Theta Alpha to be an **Unacceptable** Chapter.

Campus and Community Engagement

- Lambda Theta Alpha demonstrated exceptional intentionality in collaborative programming and campus partnership development. The chapter hosted and participated in numerous cultural, educational, and community-centered collaborations with organizations including ASA, WOCA, Fuerza Mexicana, Phi Sigma Chi, Mu Sigma Upsilon, Conservation Club, Kappa Alpha Psi, and multiple campus organizations through large-scale programs such as Hispanic Heritage Festival, El Teteo, and Una Noche De Estrella’s.
- The chapter demonstrated a strong commitment to culturally responsive and community-centered engagement. Programs such as Trenzas y Tradición, Paint Your Flag, and family informational sessions reflected intentional efforts to create inclusive spaces that affirm culture, identity, and first-generation student experiences.
- Panelists appreciated the chapter’s strong use of social media and storytelling to highlight member accomplishments, educational initiatives, and organizational values. Campaigns such as “Day in the Life” effectively showcased member experiences, leadership involvement, and campus engagement in an authentic and community-oriented manner.
- The chapter demonstrated meaningful engagement with alumni and graduate members through ongoing communication platforms, retreats, and mentorship opportunities that support leadership development and chapter sustainability.

Chapter Development Questions for 2026-2027:

- How can the chapter continue expanding opportunities for non-members and the broader campus community to engage with Lambda Theta Alpha's educational, cultural, and service-oriented programming?
- How can the chapter further assess the long-term impact of its collaborative and cultural programming on both chapter members and campus partners?
- How can Lambda Theta Alpha continue strengthening pathways for alumni engagement and mentorship beyond communication and event participation to support professional development and chapter sustainability?

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

Chapter Growth and Sustainability

- Lambda Theta Alpha demonstrated a highly intentional and values-based recruitment approach centered on authentic relationship building, accessibility, and inclusivity. Panelists appreciated the chapter's philosophy of being "Latin by tradition, not by definition," as well as its emphasis on low-pressure engagement opportunities and values-centered conversations rather than transactional recruitment practices.
- The chapter demonstrated strong intentionality around leadership transition and alumni engagement through retreats, alumni mentorship, and structured support systems for newly elected officers. Panelists noted that alumni involvement appears to play a meaningful role in maintaining chapter continuity and organizational sustainability.
- The chapter's approach to values-based learning stood out as a strength. The use of "Why LTA" storytelling, structured reflection, and ongoing dialogue helped connect organizational values to members' lived experiences and leadership development.
- The chapter demonstrated a strong commitment to transparency and education within the intake process through clear communication of organizational expectations, anti-hazing policies, and structured orientation guidelines aligned with both national and institutional standards.

Chapter Development Questions for 2026-2027:

- How can the chapter continue expanding conversations and support structures related to financial accessibility and reducing barriers to membership for interested students?
- How can Lambda Theta Alpha continue assessing whether recruitment, intake, and leadership development processes remain sustainable as the chapter grows?
- How can the chapter continue strengthening intentional pathways for new members to transition into long-term leadership, campus involvement, and alumni engagement opportunities?

In the area of **Chapter Growth and Sustainability**, the committee rated Lambda Theta Alpha to be an **Accredited** Chapter.

Service and Philanthropy

- Lambda Theta Alpha demonstrated a strong commitment to community-centered service grounded in the organization's mission and values. Panelists appreciated the chapter's emphasis on supporting the South Side Bethlehem community through sustained engagement, including partnerships with the Hispanic Food Pantry and weekly ESL tutoring opportunities. The chapter's focus on educational and advocacy-based philanthropy aligned well with its stated organizational purpose.
- The chapter demonstrated adaptability and intentionality in response to financial limitations by shifting focus toward awareness campaigns, advocacy initiatives, and direct service opportunities rather than pausing philanthropic engagement entirely. Panelists appreciated the chapter's ability to remain mission-focused despite operational challenges.
- The chapter's service philosophy reflected strong alignment between individual member passions, organizational values, and community impact. Panelists noted the chapter's intentional emphasis on meaningful service, advocacy, and collaborative partnerships rather than solely focusing on fundraising totals.

Chapter Development Questions for 2026-2027:

- How can the chapter incorporate structured reflection practices into service and philanthropy efforts so members can better articulate the impact of their work and connect experiences back to organizational values and community needs?

- How can Lambda Theta Alpha continue expanding measurable outcomes and assessment practices related to service participation, advocacy initiatives, and community impact?
- How can the chapter continue building sustainable philanthropic programming that balances awareness, education, direct service, and fundraising opportunities?

In the area of **Service and Philanthropy**, the committee rated Lambda Theta Alpha to be an **Accredited** Chapter.

Health and Safety

- Lambda Theta Alpha demonstrated a strong commitment to holistic wellness by addressing emotional well-being, academic stress management, mental health awareness, and anti-hazing education throughout the academic year. Panelists appreciated the chapter's intentional focus on creating supportive environments centered on care, vulnerability, and peer support.
- The chapter's Risk Prevention and Safety Plan demonstrated a proactive and values-driven approach to hazing prevention. Panelists noted the organization's emphasis on recurring anti-hazing education, open communication between leadership and orientees, individualized boundary-setting, and the reinforcement of reporting mechanisms and personal safety throughout the orientation process.
- Programs such as Build a Buddy, Art Affirmation Night, and the Get A's study series reflected an intentional effort to support member wellness through interactive and community-centered programming rather than relying solely on informational presentations.

Chapter Development Questions for 2026-2027:

- How can the chapter incorporate more intentional reflection and assessment practices following safety and well-being programs to better evaluate member learning, impact, and behavioral outcomes?
- How can Lambda Theta Alpha continue expanding education around risk prevention topics beyond mental health and hazing prevention, including areas such as alcohol safety, bystander intervention, and emergency preparedness?
- How can the chapter continue building measurable wellness goals and long-term strategies that connect academic success, emotional well-being, and member accountability throughout the year?

In the area of **Health and Safety**, the committee rated Lambda Theta Alpha to be an Accredited - Chapter

Member Education and Development

- Lambda Theta Alpha demonstrated a strong commitment to culturally grounded education and belonging-centered programming. Panelists appreciated the chapter's intentional integration of multicultural education, heritage celebration, advocacy, and dialogue throughout the academic year. Programs such as Paint Your Flag, Hair Braiding and History, and Noche De Estrellas created meaningful opportunities for members and the broader campus community to engage in cultural learning and storytelling.
- The chapter demonstrated a thoughtful and empathetic peer accountability process centered on restorative practices, wellness check-ins, and mutual support. Panelists appreciated the chapter's emphasis on balancing accountability with care for members' mental health and academic success.
- The chapter showed strong intentionality in reinforcing the organization's identity as "Latin by tradition, not by definition," while actively creating space for members from different backgrounds, identities, and lived experiences to feel welcomed and represented within the organization.

Chapter Development Questions for 2026-2027:

- How can the chapter continue strengthening partnerships with campus offices and departments to support professional development initiatives, educational programming, and career preparation efforts rather than relying primarily on internally facilitated programming?
- How can Lambda Theta Alpha continue building measurable assessment practices to evaluate learning outcomes, member growth, and long-term impact from inclusive excellence and educational programming?
- How can the chapter continue expanding structured leadership and professional development opportunities that connect members more intentionally with alumni, faculty, staff, and campus resources?

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

Member Engagement and Belonging

- Lambda Theta Alpha demonstrated a strong emphasis on relationship-building and community through a variety of alcohol-free bonding opportunities that reinforced siblinghood and chapter cohesion. Programs such as chapter retreats, bonding nights, study sessions, stroll workshops, and post-chapter gatherings reflected intentional efforts to maintain connection throughout the academic year.
- The chapter's commitment to maintaining engagement beyond formal chapter operations was evident through continued connection during academic breaks, virtual area brunches, and collaborative performance opportunities such as yard shows. Panelists appreciated the chapter's ability to create consistent spaces for community, mentorship, and shared cultural experiences.
- The integration of siblinghood-building into both academic support and organizational traditions demonstrated a holistic approach to belonging that balanced social connection, leadership development, and cultural identity.

Chapter Development Questions for 2026-2027:

- How can the chapter continue expanding intentional belonging initiatives that engage members with varying levels of involvement, schedules, and lived experiences throughout the academic year?
- How can Lambda Theta Alpha better document and assess the impact of siblinghood and belonging programming to identify which initiatives are most meaningful and sustainable for members?
- How can the chapter continue creating opportunities for deeper engagement with the broader Lehigh community while maintaining the strong internal culture and connection within the organization?

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

Goals and Achievement Plan

- Lambda Theta Alpha demonstrated strong self-awareness throughout its SWOT analysis and goal-setting process by candidly identifying concerns related to overprogramming, burnout, unrealistic expectations, and member wellness. The

chapter showed thoughtful reflection on how organizational culture impacts both academic success and member well-being.

- Panelists appreciated the chapter's intentional "quality over quantity" approach to programming and the development of systems aimed at reducing burnout, including event caps, planning buffer weeks, wellness check-ins, and communication boundaries. These goals reflected a proactive effort to prioritize sustainability and member care.
- The chapter demonstrated a strong commitment to balancing academic excellence with organizational involvement through structured academic support initiatives, shared accountability, and transparent communication practices. Goals related to quiet study hours, shared academic calendars, and wellness-centered leadership reflected an intentional and member-focused approach to chapter operations.

Chapter Development Questions for 2026-2027:

- How can the chapter continue balancing high achievement and organizational involvement while ensuring members feel supported academically, emotionally, and socially throughout the year?
- How can Lambda Theta Alpha build more formalized assessment methods to evaluate whether burnout reduction strategies and wellness initiatives are achieving their intended outcomes?
- How can the chapter continue strengthening alumni engagement and leadership transition practices to ensure long-term sustainability and continuity of organizational knowledge?

In the area of **Goals and Achievement Plan**, the committee rated Lambda Theta Alpha to be an **Accredited with Excellence** Chapter.

Overall Rating

Overall, Lambda Theta Alpha has been rated an Accredited chapter by the 2025-2026 Accreditation committee.

The Accreditation committee assigns Lambda Theta Alpha 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

- How can Lambda Theta Alpha continue strengthening assessment and reflection practices across programming, service, philanthropy, and wellness initiatives to better measure learning outcomes and long-term impact?
- How can the chapter continue leveraging campus offices, faculty/staff partners, and alumni networks to expand professional development opportunities, mentorship, and resource-sharing for members?
- How can the chapter continue balancing organizational excellence and high involvement while maintaining sustainable expectations that support member wellness, academic success, and long-term retention?
- How can Lambda Theta Alpha continue expanding its community impact through sustained partnerships, measurable service outcomes, and broader engagement with both the Lehigh and South Bethlehem communities?

Best Practices

- Lambda Theta Alpha demonstrated a strong commitment to culturally grounded and identity-affirming programming through events such as Paint Your Flag, Hair Braiding and History, Noche De Estrellas, and Hispanic Heritage collaborations. The chapter intentionally created spaces where members and the broader campus community could engage in storytelling, cultural celebration, and belonging.
- The chapter's wellness-centered organizational practices stood out as a best practice, particularly its intentional focus on burnout prevention, realistic expectation-setting, wellness check-ins, and "quality over quantity" programming structures. The chapter demonstrated strong self-awareness regarding member capacity and organizational sustainability.
- Panelists appreciated the chapter's restorative and empathy-driven accountability model, which prioritized wellness check-ins, reflection, and mutual support while still maintaining organizational expectations and standards.