

### Academic Achievement

- Pi Beta Phi was ranked second out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.65, a decrease of .03 from the Spring 2025 semester. The 3.65 GPA placed the chapter above the All Greek, All Panhellenic, and All Sorority averages.
- Pi Beta Phi was ranked second out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.61, a decrease of .04 from the Fall 2025 semester. The 3.65 GPA placed the chapter above the All Greek, All Panhellenic, and All Sorority averages.
- Pi Beta Phi's Spring 2026 new member class GPA was 3.49, ranking seventh out of eight chapters conducting Spring recruitment.
- Pi Beta Phi had 71.1% of the chapter on the Dean's List in the Fall 2025 semester and 53.2% on the Dean's List in the Spring 2026 semester.
- One of the chapter's most successful academic initiatives is the "Smart Cookie" program, where members record assignments scoring 90 or higher every two weeks, with the Director of Academics randomly selecting one entry via wheel spin to receive a \$5 Dunkin' Donuts gift card, celebrating hard work and scholastic success while strengthening members' commitment to academic excellence through positive reinforcement.
- Pi Beta Phi bridges classroom learning with chapter membership by creating an environment where members frequently collaborate in the house library and on campus, working together on projects and offering mutual academic support, while the Director of Academics introduced an Academic Buddies program that pairs each underclassman with an older student in a similar major or within the same school, providing valuable mentorship for academic advice and guidance throughout their four years.
- Through the Academic Buddies program and informal peer support networks, Pi Beta Phi creates multiple layers of academic mentorship that extend beyond big/little relationships, ensuring every member has access to major-specific guidance, course selection advice, professor recommendations, and insights from older students who have successfully navigated similar academic paths.
- The Vice President of Member Experience created a detailed document compiling Lehigh University's wide range of academic resources, distributed to every member to ensure support is always easily accessible, including information about tutoring services, writing centers, academic advising, study skills workshops, and other campus resources designed to support student success.

### Chapter Development Questions for 2026-2027:

- What strategies will the chapter implement to ensure Academic Buddies mentorship relationships remain effective and meaningful as the program matures?
- What systems can the chapter develop to identify and provide targeted support to members who may be struggling academically before their challenges become severe enough to impact their overall GPA or academic standing?
- How will the chapter ensure that its academic programming remains accessible and beneficial to members across the different undergraduate colleges given the varying academic cultures and expectations within each college?
- What mechanisms exist to evaluate whether the Smart Cookie and Academic Angel of the Week programs are creating genuine motivation for academic excellence or inadvertently creating competitive pressures that undermine collaborative learning environments?

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

### **Campus and Community Engagement**

- 87.5% of Pi Beta Phi members are actively involved in other campus organizations and hold leadership positions across diverse areas including Peer Health Advisors, American Medical Student Association (AMSA), Women in Business, Orientation Leaders, Campus Tour Guides, The Brown and White student newspaper, St. Luke's Hospital volunteers, Society of Women Engineers, Integrated Business and Engineering Council, and numerous club sports teams, demonstrating the chapter's commitment to developing well-rounded, civically engaged members
- The chapter collaborates with student organizations outside the fraternity and sorority community and various Panhellenic organizations for cross-council programming, demonstrating commitment to building bridges across campus constituencies.
- The chapter engages parents and families of members by hosting a Parents Weekend event designed to support chapter philanthropy while giving families the opportunity to see what the chapter has been working on and how members have grown throughout the year, intentionally bringing together three valued components (Pi Phi, Lehigh, and families) while allowing parents and loved ones to spend meaningful time with members and feel included in the chapter experience.
- Pi Beta Phi maintains connection with alumni and graduate members through a LinkedIn group that helps current members and alumni stay connected, allowing members to remain updated on each other's accomplishments, professional milestones, and post-graduate experiences while strengthening the sense of lifelong sisterhood, supplemented by invitations to Founders Day celebrations and end-of-semester newsletters updating alumni on current chapter activities.

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

- How can the chapter strategically leverage the external leadership positions held by its members to create more intentional partnerships between Pi Beta Phi and other campus organizations, moving beyond transactional event collaborations to sustained programmatic partnerships?
- How will the chapter expand its collaboration beyond Panhellenic organizations to include more meaningful partnerships with IFC and CGC chapters as outlined in its strategic goals, and what specific outcomes will define successful cross-council engagement?
- What mechanisms exist to ensure that Parents Weekend and other family engagement programming is accessible and welcoming to members whose families may be geographically distant, financially constrained, or otherwise unable to attend in-person events?

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

### **Chapter Growth and Sustainability**

- Pi Beta Phi hosts an all-day Officer Retreat led by the Director of Leadership and overseen by an Alumnae Advisory Committee member, providing newly elected officers with opportunities to build relationships with each other, set collaborative goals for the chapter, and establish a supportive foundation for effective teamwork throughout their leadership terms.
- The chapter's new member education program includes comprehensive documentation showing structured weekly meetings, values-based curriculum through Pi Beta Phi's Beta Base online

modules, and integration of the six core values (Lifelong Commitment, Honor & Respect, Personal & Intellectual Growth, Integrity, Philanthropic Service to Others, and Sincere Friendship) into new member learning experiences, ensuring new members understand and embody organizational principles from the beginning of their membership.

- Pi Beta Phi implements ongoing values-based learning for all members through at least three Leading with Values presentations per semester, grouped by Pi Beta Phi National categories and designed to highlight one value per presentation throughout the academic year, encouraging discussion among members about practicing values in daily life, holding each other accountable, and best representing the chapter as Pi Phi women.
- Pi Beta Phi distributes presentation responsibilities across different members of the executive board and member volunteers mentored by the VP of Member Experience, providing leadership development opportunities for members to facilitate values-based discussions while ensuring diverse perspectives and voices are represented in chapter education programming.

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

- What systems exist to evaluate the long-term retention and satisfaction of new members following the intensive new member education period, and how does the chapter identify and address situations where the transition from new member to initiated member results in decreased engagement?
- What additional support structures can the chapter implement to sustain new officers beyond the initial Officer Retreat and one-on-one transition meetings?
- What strategies will the chapter utilize to guarantee that the educational insights from Leading with Values sessions manifest as tangible actions and consistent ethical conduct, ensuring these organizational principles evolve from theoretical discussions into lived experiences for every member?

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

#### **Service and Philanthropy**

- Pi Beta Phi completed a total of 984 service hours during the 2025-26 academic year, with an average of 11.86 hours per member, significantly exceeding the chapter's minimum requirement of 7 hours per member and demonstrating strong member engagement in community service initiatives.
- The chapter's philanthropic approach centers on children's literacy as their primary mission, actively supporting the Pi Beta Phi National Literacy Fund through both fundraising efforts and direct community engagement within the Lehigh and Bethlehem areas.
- The chapter cultivates a culture of enduring civic engagement by offering a broad spectrum of service initiatives tailored to individual member interests, including local animal shelter support and global outreach projects abroad.
- The chapter's service and philanthropy plan demonstrates strategic planning and organizational capacity through detailed semester-by-semester programming calendars, partnership coordination timelines, volunteer recruitment systems, and collaborative relationships with the Community Service Office.

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

- How can the chapter increase participation in service activities to ensure a more equitable distribution of service hours across the membership, rather than relying on a group of highly engaged members contributing the majority of hours while others barely meet the minimum requirement?
- How can Pi Beta Phi better track and communicate the collective impact of its literacy-focused philanthropy to demonstrate tangible outcomes for the communities served and the National Literacy Fund, moving beyond simply reporting dollars raised and hours served?
- What systems can the chapter implement to recognize and celebrate the individual service contributions of highly engaged members (those contributing 20-75 hours) while also motivating less engaged members to increase their service participation?

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

### Facility Management

- Pi Beta Phi approaches facility management through close coordination with Lehigh University Housing staff, maintaining full cooperation with regular walkthroughs and facility inspections conducted by university housing staff, with the chapter prioritizing prompt responses to all feedback and ensuring that expectations and required actions are addressed in a timely manner to maintain compliance with university standards.
- Pi Beta Phi established a Finance and Housing Committee that supports the House Manager in maintaining facility expectations and making necessary improvements, providing additional oversight and resources to ensure the chapter house meets both university requirements and chapter standards for safety, cleanliness, and functionality.
- New members participate in a structured onboarding process that specifically emphasizes responsible facility use and community standards, ensuring that incoming members understand the importance of complying with university-led processes including inspections and maintenance protocols from the beginning of their membership experience.

### Chapter Development Questions for 2026-2027:

- How can the chapter balance the desire for voluntary member participation in facility upkeep with the need for accountability when shared spaces are not maintained to expected standards, particularly addressing situations where a minority of members create the majority of cleaning and maintenance needs?

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

### Health and Safety

- The Chapter President is required to explain all emergency procedures to new members and initiated members at the beginning of each term or a minimum of twice per year, ensuring every member understands their role if an emergency occurs, while the chapter demonstrates strong leadership by actively ending chapter traditions that could constitute hazing and prioritizing member safety and inclusivity over problematic events in all decision-making processes.
- The chapter implements a robust event monitoring system that requires one event monitor for every 20 attendees (including members and guests), with event monitors and chapter leaders required to remain completely sober to, from, and throughout all events, ensuring adequate supervision and immediate response capability for any incidents that may arise.

- Event monitors receive comprehensive pre-event training from the Vice President of Risk Management (VPRM) and Director of Social Events (DSE) covering all policies and procedures, and must familiarize themselves with facility layouts, entrances, exits, and restrooms, while regularly consulting with each other and venue staff to identify and address issues as a team rather than as isolated individuals.
- The chapter has established clear emergency response procedures for members who over-consume or require removal from events, including immediate alerting of Executive Board members, assignment of dedicated event monitors to accompany affected individuals home or to medical facilities, documentation of transportation costs (paid by the member being sent home), and mandatory notification of the Chapter President when hospital transport is required, with event monitors maintaining communication with leadership about location and member condition throughout the incident.

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

- What strategies can the chapter implement to ensure that the culture of risk reduction and bystander intervention extends beyond formal chapter events to informal social situations, off-campus gatherings, and individual member behavior where structured monitoring may not be present but risk still exists?
- How will the chapter address situations where members repeatedly require intervention due to over-consumption or other concerning behaviors, moving beyond incident response to address underlying patterns that may indicate substance abuse issues, mental health challenges, or need for additional support services?

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

#### **Member Education and Development**

- Pi Beta Phi maintains a robust peer accountability structure through weekly Executive Board meetings where the eight executive officers set goals, monitor progress, and ensure chapter-wide accountability, supported by comprehensive training materials, regular advisor check-ins, and shared Google Drives that facilitate seamless knowledge transfer and continuity between leadership terms.
- The chapter employs a compassionate yet structured approach to member conduct through an 8-member Member Conduct Committee (MCC) that handles all conduct matters confidentially, meeting with members in a values-based framework focused on supporting personal growth and accountability rather than punitive measures, with possible outcomes including educational follow-ups, goal-setting sessions, and regular check-ins to ensure positive behavioral change.
- The chapter offers a dynamic leadership structure consisting of 8 Executive Board positions and 17 Director positions with elections held at the end of each fall semester, specifically designed to provide leadership opportunities for the newest member class.
- Pi Beta Phi recognizes and celebrates leadership through a "Sister of the Week" program that publicly acknowledges members who demonstrate exceptional leadership within the chapter or in outside organizations, creating positive incentives for members to go above and beyond while displaying appreciation for their efforts and modeling desired leadership behaviors for other members to emulate.

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

- How will the chapter expand leadership development opportunities to ensure that members who do not hold formal executive or director positions still have meaningful opportunities to develop and practice leadership skills?
- What mechanisms exist to identify members with leadership potential who may not self-nominate for positions due to lack of confidence, imposter syndrome, or underrepresentation in traditional leadership spaces, and how does the chapter actively recruit and support these individuals to pursue leadership opportunities?

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

### Member Engagement and Belonging

- Pi Beta Phi implemented a comprehensive Identity Talks initiative that provided members with opportunities to share their personal identities and lived experiences with the chapter, fostering an inclusive environment where members from diverse backgrounds could feel welcomed and heard while broadening chapter perspectives on intersectionality and individual differences.
- Halo Huddles, an innovative new member integration program, organized small groups of approximately 8 members (4 new members paired with 4 initiated members) that rotated weekly throughout the new member period, facilitating authentic relationship-building through informal activities like ice cream outings, study sessions, and walks, ensuring new members developed connections across the entire chapter rather than within isolated social circles.
- The chapter invested in member wellness and mindfulness by hosting Sisterhood Yoga sessions led by a Pi Beta Phi member at the chapter house, demonstrating commitment to holistic member development that addresses physical and mental health while building community in a substance-free setting.
- Pi Beta Phi created diverse opportunities for creative expression and collaborative bonding through craft-based sisterhood events including claw clip decorating and felt banner decorating, where members gathered to create personalized items while enjoying music, baked goods, and informal conversation in a relaxed, pressure-free environment.

### Chapter Development Questions for 2026-2027:

- How can the chapter assess whether its diverse sisterhood programming is reaching members who may feel marginalized or disconnected, and what additional initiatives might be needed to ensure every member feels a genuine sense of belonging rather than surface-level inclusion that looks good on paper but doesn't translate to lived experience?
- What mechanisms exist to ensure that Identity Talks and other DEI-focused programming lead to lasting cultural change within the chapter rather than serving as isolated educational moments that allow members to check a box without genuinely examining their own biases or changing problematic behaviors?
- How can Pi Beta Phi ensure that its sisterhood events are financially accessible to all members, recognizing that off-campus activities like bowling and apple picking may create cost barriers for members with limited disposable income, and what alternative or subsidized options should be available to ensure participation is not limited by economic factors?

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

## Goals and Achievement Plan

- Pi Beta Phi completed a comprehensive SWOT analysis identifying key organizational strengths including effective communication with the chapter, strong academic success, organizational capabilities, robust community engagement, and successful collaboration with Panhellenic organizations, while acknowledging areas for improvement in budget management, senior engagement, alumni connections, and financial transparency.
- Pi Beta Phi identified opportunities for growth including expanding collaboration with IFC and CGC organizations, increasing engagement with on-campus organizations beyond Greek Life, participating in more campus-wide events, and strategically utilizing members' outside commitments and leadership roles to enhance chapter success and campus visibility.
- The chapter recognized threats to goal achievement including financial transparency concerns, challenges in transitioning information to new executive boards, competing outside obligations that strain member availability, housing issues and limitations that constrain programming options, and external restrictions that may limit event planning and execution capabilities.

### Chapter Development Questions for 2026-2027:

- What mechanisms exist to hold goal team leaders and members accountable when timelines slip, attendance targets are not met, or planned initiatives fail to materialize, and how should the chapter balance grace for unforeseen obstacles with ensuring that stated commitments are taken seriously?
- How will the chapter evaluate whether its SMART goals were actually achieved beyond simply checking completion boxes, including assessing the quality of outcomes, sustainability of initiatives beyond the academic year, and whether programs created meaningful change versus superficial additions to chapter programming?

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

## Overall Rating

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

**The Accreditation committee assigns Pi Beta 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!**