

Zeta Tau Alpha
Accreditation Report
2025-2026

Academic Achievement

- Zeta Tau Alpha was ranked eighth out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.45, resulting in a decrease of -0.17 from the Spring 2025 semester. The 3.45 GPA placed the chapter above the All Greek, but below the All Panhellenic and All Sorority averages.
- Zeta Tau Alpha was ranked fifth out of eight Panhellenic sororities in the Spring 2026 semester with a GPA of 3.53, an increase of 0.08 from the Fall 2025 semester. The 3.53 GPA placed the chapter below the All Panhellenic average, at the All Sorority average, and above the All Greek average.
- Zeta Tau Alpha's Fall 2025 new member class GPA was 3.3, ranking second out of eight chapters conducting Fall recruitment.
- Zeta Tau Alpha's Spring 2026 new member class GPA was 3.56, ranking third out of eight chapters conducting Spring recruitment.
- Zeta Tau Alpha had 49.5% of the chapter on the Dean's List in the Fall 2025 semester and 50.4% on the Dean's List in the Spring 2026 semester.
- Zeta Tau Alpha submitted a clear academic support plan that outlines chapter GPA expectations, officer eligibility standards, and a structured process for supporting members experiencing academic difficulty.
- The chapter demonstrates an individualized and supportive approach to academic accountability by incorporating one-on-one meetings, collaborative goal-setting, and ongoing check-ins through the Vice President of Academic Achievement.
- The Spring 2026 Academic Support Plan demonstrates increased intentionality and depth by including required study hours, tutoring, time management strategies, advisor meetings, and active connection to campus academic resources.
- The chapter demonstrates a positive shift toward proactive support and non-punitive accountability practices through its emphasis on identifying underlying challenges, promoting encouragement, and connecting members to resources designed to support long-term success.

Chapter Development Questions for 2026-2027:

- What additional proactive academic support practices could the chapter implement to help members maintain strong academic performance before intervention becomes necessary?
- How can the chapter continue strengthening partnerships with campus academic support resources and increasing member awareness and utilization of those services?
- How does the chapter assess whether Academic Improvement Plans are effectively supporting members' long-term academic growth and retention?

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

Campus and Community Engagement

- Zeta Tau Alpha demonstrates strong engagement with inter/national leadership development opportunities through participation in Officer Leadership Academy and upcoming attendance at ZTA International Convention. These experiences provide officers with leadership development, organizational training, and opportunities to connect with members and alumni across the organization.
- The chapter demonstrates highly engaged advisor relationships through regular communication, in-person support, executive coaching, recruitment assistance, and individualized leadership development from both national and local advisors.
- The chapter demonstrates strong intentionality around officer development and leadership transition support through one-on-one advisor meetings, executive coaching, and recruitment mentorship provided by organizational representatives and advisors.
- Zeta Tau Alpha demonstrates thoughtful alumni communication practices through semester newsletters, alumni GroupMe engagement, and the creation of a LinkedIn networking group that connects current members and alumni for professional relationship-building.
- Panelists noted the chapter's continued support of one another's philanthropic and campus events as a positive aspect of community engagement and organizational culture.

Chapter Development Questions for 2026-2027:

- How can the chapter continue utilizing faculty and campus advisors as resources for member development, campus engagement, and organizational growth?
- What opportunities can the chapter create for alumni to engage more directly with current members through mentorship, professional development, or chapter programming?
- What does meaningful collaboration look like for the chapter beyond co-attendance or co-hosting events, and how can partnerships become more intentional and impact-focused?
- How can the chapter continue translating lessons learned through conferences, town halls, and leadership experiences into sustained education and action within the chapter community?

In the area of **Campus and Community Engagement**, the committee rated Zeta Tau Alpha to be an **Accredited Chapter**.

Chapter Growth and Sustainability

- Zeta Tau Alpha demonstrates a highly intentional and comprehensive approach to recruitment accessibility through consistent outreach, financial transparency, social media engagement, and intentional relationship-building efforts designed to reduce barriers and make recruitment more approachable for potential new members.
- The chapter demonstrates strong financial transparency practices by proactively communicating dues information and promoting scholarship opportunities such as the Lehigh Valley Alumni Scholarship, ZTA Foundation Scholarship, and Panhellenic New Member Scholarship to help reduce financial barriers to membership.
- The chapter demonstrates an exceptionally detailed and intentional officer transition process that includes shadowing opportunities, one-on-one transition meetings, executive council participation prior to transition, leadership reflection exercises, SWOT analysis, goal setting, and advisor-supported retreat programming.
- Panelists identified the chapter's reflection-based leadership development practices and intentional transition support as significant strengths, particularly the use of journal-style transition guides and leadership reflection exercises that help officers understand both the day-to-day responsibilities and broader impact of their roles.
- The chapter demonstrates a strong values-based new member education program that integrates national curriculum, leadership involvement, reflection activities, experiential learning, and practical application of organizational values.

- The chapter's new member education materials clearly articulate organizational values, expectations, leadership opportunities, accountability practices, and member support structures. Panelists noted the intentional integration of executive officers into the educational process as a strength that helps connect organizational values to operational leadership.
- The Five-Point Crown system serves as a structured engagement model that encourages member involvement in service, sisterhood, Panhellenic participation, and chapter engagement.

Chapter Development Questions for 2026-2027:

- How does the chapter assess whether recruitment outreach efforts are effectively reaching and supporting students from a broad range of backgrounds and experiences?
- What additional strategies could the chapter implement to support members experiencing financial hardship throughout their membership experience, not only during recruitment?
- How can the chapter continue building sustainable systems for leadership continuity and institutional knowledge transfer across executive board transitions?
- How can the chapter continue helping members connect Zeta Tau Alpha's values to their broader impact on the Lehigh and Bethlehem communities throughout their membership experience?

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

Service and Philanthropy

- Zeta Tau Alpha demonstrates a strong commitment to connecting philanthropy efforts directly to education and awareness surrounding Breast Cancer Education and Awareness. The chapter intentionally incorporates educational tabling, workshops, awareness campaigns, informational pamphlets, and outreach initiatives into many of its philanthropic events.
- The chapter demonstrates significant philanthropic engagement through a large number of campus-wide and community-facing events, particularly during Pink Week programming. Panelists noted the chapter's ability to consistently engage the

broader Lehigh community and create visible awareness campaigns around breast cancer education.

- The chapter demonstrates strong service engagement and consistent member participation, reporting 2,549 total service hours with an average of 20.23 hours per member. The chapter offers members a wide range of opportunities including hospital volunteering, tutoring, food insecurity initiatives, Hawkathon, CSO programming, and donation-based initiatives.
- Panelists identified the chapter's internal systems for tracking service hours, promoting accountability, and encouraging member engagement as a strength. The chapter's structured tracking process and use of shared spreadsheets help maintain transparency and visibility around service participation.
- The chapter demonstrates strong collaboration with campus and community partners including the Community Service Office, Colleges Against Cancer, St. Luke's Hospital, American Cancer Society, and local food pantries. Panelists specifically noted the chapter's recent efforts to strengthen partnerships with the Community Service Office as a positive step toward deeper community engagement.
- The chapter demonstrates intentional efforts to connect philanthropy to personal meaning and member investment. Panelists noted that members appear passionate about Breast Cancer Education and Awareness and consistently support one another's events and initiatives across campus

Chapter Development Questions for 2026-2027:

- How can the chapter continue integrating educational reflection and awareness into highly visible events such as Big Man on Campus and other large-scale fundraisers?
- What additional accountability or engagement strategies could help ensure all members participate meaningfully and consistently in community service initiatives?
- How can the chapter continue expanding meaningful group-based service opportunities that allow members to directly engage with and better understand the communities they are serving?
- How can the chapter intentionally incorporate reflection and learning opportunities so members better understand the direct impact of their philanthropy and service work on individuals and communities affected by breast cancer?

In the area of **Service and Philanthropy**, the committee rated Zeta Tau Alpha to be an Accredited - Chapter.

Facility Management

- Zeta Tau Alpha demonstrates a strong and highly structured approach to facility management through clear expectations, routine communication, and shared accountability systems. The chapter's rotating chore system, roommate accountability structure, and "Sophie Pass" support model create a balanced approach to maintaining chapter standards while supporting member well-being.
- The chapter demonstrates exceptional consistency in housing compliance and operational management. Housing Services documentation reflected no major violations, no damages, zero life-safety violations, and strong overall cleanliness throughout the academic year. The chapter also demonstrated excellent responsiveness during openings, closings, and required housing trainings.
- Panelists identified the chapter's sustainability initiatives as a notable strength, particularly the internal clothing swap rack as a best practice. The initiative creatively addresses clothing waste while also supporting accessibility and reducing financial pressure related to social events and chapter programming.
- The chapter demonstrates strong educational programming connected to facility management and member wellness. Programs related to mental health, nutrition, food safety, and campus safety demonstrate an effort to create a supportive and educational residential environment beyond basic facility operations.
- The chapter demonstrates intentional planning around sustainability and waste reduction, including K-Cup recycling, TerraCycle initiatives, donation planning during move-out, food waste reduction efforts, and collaboration with campus sustainability resources. Housing Services also noted that the facility was consistently well-maintained and kept clean throughout the year.

Chapter Development Questions for 2026-2027:

- How can the chapter balance creating internal sustainability programming while also encouraging members to participate in existing Earth Day and Office of Sustainability initiatives across campus?
- Would additional partnerships, donation systems, or even external storage solutions during transition periods help reduce waste and improve organization during move-in and move-out periods?
- How can the chapter continue integrating sustainability education into everyday member behaviors in ways that connect individual actions to larger campus and community environmental goals?

- How can the chapter continue ensuring that sustainability practices, house expectations, and accountability systems remain embedded in chapter culture during leadership and membership transitions?

In the area of **Facility Management**, the committee rated Zeta Tau Alpha to be an Accredited with Excellence ▾ **Chapter**.

Health and Safety

- Zeta Tau Alpha demonstrates a proactive commitment to member safety through recurring educational programming focused on alcohol safety, consent, medical amnesty, campus safety resources, and mental health awareness. Programs facilitated by Peer Health, Break the Silence, CAPS, and LUPD reflect strong collaboration with campus partners and reinforce consistent member education.
- The chapter demonstrates strong member engagement during health and safety programming. Panelists specifically noted positive participation and engagement during programs such as “Calling the Shots” and the consent workshop, particularly because the sessions incorporated real-life scenarios and interactive discussion.
- The chapter demonstrates a strong operational understanding of emergency response procedures through the development of a formal Crisis Management Plan. The plan clearly outlines emergency communication procedures, chapter leadership responsibilities, chain of command structures, emergency contact information, and post-crisis protocols.
- The chapter demonstrates intentional efforts to build relationships with campus safety resources and educate members on available support systems. Programs involving LUPD and campus safety education helped members better understand tools such as HawkWatch, blue light systems, medical amnesty, and reporting procedures.
- Panelists appreciated the chapter’s willingness to continue participating in campus-wide conversations and educational opportunities surrounding safety, accountability, and community concerns.

Chapter Development Questions for 2026-2027:

- How does the chapter evaluate whether members are applying lessons from alcohol safety, consent, and medical amnesty trainings within social environments and chapter culture?

- How can chapter leadership create intentional opportunities for members to reflect on safety programming and identify how they will personally contribute to a safer chapter and campus environment?
- How can members continue bringing lessons learned from campus-wide conversations and educational programs back into chapter operations, member expectations, and everyday chapter interactions?

In the area of **Health and Safety**, the committee rated Zeta Tau Alpha to be an Accredited **Chapter**

Member Education and Development

- Zeta Tau Alpha demonstrates a highly intentional and comprehensive approach to inclusion and belonging education through recurring workshops, peer education, chapter-wide discussions, and collaborative programming. The chapter's consistent "Word of the Week" initiative helped integrate concepts such as intersectionality, bias, empathy, microaggressions, and inclusion into regular chapter operations rather than treating these conversations as isolated events.
- The chapter demonstrates a strong commitment to peer accountability and member conduct education through its structured judicial process, chapter-wide education on bylaws and expectations, and implementation of a Zero-Tolerance Policy Against Discrimination. Panelists appreciated the chapter's willingness to establish clear standards and articulate accountability expectations related to discrimination and member behavior.
- The chapter demonstrates meaningful engagement with campus partners and student organizations to support inclusive excellence programming. Collaborations with Diversity Peer Educators, Women of Color Alliance, American Association of University Women, and other organizations strengthened educational programming and exposed members to a broader range of perspectives and experiences.
- Panelists noted positively that the chapter continues participating in campus-wide conversations and town halls while also bringing those conversations back into the chapter environment for reflection and continued learning. The chapter demonstrates a willingness to listen, engage thoughtfully, and continue learning from broader campus experiences.
- The chapter demonstrates strong professional development support through alumni networking opportunities, LinkedIn engagement, professional headshots, internship and career resource sharing, and member achievement recognition. The chapter

also intentionally highlights leadership development and personal growth through member spotlights and recognition efforts.

- The chapter's Identity Workshop and intersectionality programming demonstrated particularly thoughtful facilitation and intentional reflection practices. Panelists appreciated the chapter's focus on empathy-building, self-awareness, and helping members better understand both themselves and others.

Chapter Development Questions for 2026-2027:

- How can the chapter continue moving from educational conversations toward measurable behavioral and cultural change within the chapter and broader community?
- How can members use what they are learning through workshops, town halls, and campus conversations to actively challenge systems and advocate for a more inclusive Greek and non-Greek Lehigh community?
- How can the chapter continue gathering meaningful member feedback to assess whether inclusion and belonging initiatives are shaping members' day-to-day experiences and chapter culture?
- How can the chapter continue encouraging members to move beyond organizational "bubbles" and build deeper relationships and partnerships across the broader campus community?

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

Member Engagement and Belonging

- Zeta Tau Alpha demonstrates a strong commitment to creating consistent, alcohol-free opportunities for sisterhood, belonging, and relationship-building across the academic year. The chapter intentionally offered a wide range of activities including wellness programming, creative events, inter-member class bonding opportunities, collaborative Panhellenic events, and reflective social experiences.
- The chapter demonstrates strong intentionality around member connection across different member classes and lineages. Programs such as Speed Dating, Big Sister Slides, Little Sister Slides, and lineage-focused activities created meaningful

opportunities for relationship-building and integration between newer and older members.

- Panelists appreciated the chapter's emphasis on wellness-centered programming, particularly through recurring yoga, pilates, mocktail-making, and wellness week initiatives. These efforts demonstrated intentional alternatives to alcohol-centered social engagement while reinforcing community care and member well-being.
- The chapter demonstrates strong support of peer organizations and campus collaboration through participation in Panhellenic and cross-chapter events. Panelists specifically noted positively that the chapter continues supporting and celebrating the efforts of other organizations across campus.
- The internal clothing swap rack was identified by panelists as a notable best practice. This initiative promoted sustainability, accessibility, resource sharing, and community-building while also reducing financial pressure related to chapter events and social activities.
- Panelists appreciated the chapter's emphasis on reflection and articulation of member growth through leadership, wellness, and chapter involvement experiences. The chapter demonstrates strong efforts to help members identify skills, leadership development, and personal growth gained through sorority membership.

Chapter Development Questions for 2026-2027:

- How can the chapter continue expanding relationships and programming with non-Greek organizations, campus offices, and the broader Bethlehem community in ways that go beyond event hosting?
- How can the chapter continue evaluating financial flexibility, scholarship support, and accessibility so that all members feel fully able to participate in chapter experiences and opportunities?
- How can the chapter balance creating internal sustainability initiatives while also participating more intentionally in broader campus sustainability events and partnerships?
- How can members continue using what they learn through educational programming and campus conversations to advocate for broader systemic and cultural change within both the Greek and non-Greek community?

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

Goals and Achievement Plan

- Zeta Tau Alpha demonstrates a highly reflective and self-aware approach to chapter assessment through a detailed SWOT analysis that identifies both internal strengths and meaningful areas for growth. The chapter showed strong awareness of challenges related to academics, upperclassmen engagement, financial accessibility, and community perception while also identifying actionable opportunities for improvement.
- The chapter's goals are notably values-driven and culturally focused rather than solely operational. Goals centered around accountability, belonging, leadership modeling, DEI integration, and resource utilization demonstrate intentional efforts to shape chapter culture and member experience.
- Panelists appreciated the chapter's strong emphasis on leadership accountability and transparency. Initiatives such as the Executive Council Charter, President's Council, EC Forms resource system, structured transition meetings, and recurring officer check-ins demonstrated intentional leadership development and organizational consistency.
- The chapter demonstrates strong intentionality around belonging and member wellness through structured recognition systems, positivity initiatives, and relationship-building programming. Efforts such as Sister of the Week, Love Letters to Sisters, and wellness-focused programming were viewed positively as strategies that reinforce chapter morale and retention.
- Panelists appreciated the chapter's efforts to make DEI work feel integrated into overall chapter culture rather than isolated to one position or event. Collaborations with culturally based organizations and the adoption of a zero-tolerance discrimination policy reflected intentional movement toward sustainable inclusion efforts.

Chapter Development Questions for 2026-2027:

- How can the chapter more intentionally partner with campus offices such as the CSO, CCPD, Office of Sustainability, CAPS, and other departments to strengthen existing initiatives and increase member engagement outside of the chapter environment?
- How can the chapter expand academic intervention strategies, scholarship opportunities, and financial accessibility efforts to better support members before they reach academic or financial crisis points?

- How can the chapter continue incorporating broader member feedback into chapter goals, strategic planning, and decision-making processes so members feel ownership in the direction and culture of the organization?
- How can the chapter continue moving beyond educational programming to create measurable action, advocacy, and cultural change within both the Panhellenic community and the broader campus environment?

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

The Accreditation committee assigns Zeta Tau 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 Zeta Tau Alpha more intentionally utilize campus and community resources, such as the Community Service Office, CCPD, CAPS, and the Office of Sustainability, to strengthen programming and increase member engagement beyond the chapter environment?
- How can the chapter create more meaningful connections between philanthropy, education, advocacy, and hands-on community engagement so members better understand the impact and purpose behind the causes they support?
- How can the chapter continue translating conversations around accountability, inclusion, and systemic change into measurable action within both the chapter and the broader Panhellenic community?
- How can the chapter strengthen proactive support systems related to academics, finances, and member retention to better support members before challenges escalate?

Best Practices

- Zeta Tau Alpha demonstrated a notably intentional approach to leadership accountability through the implementation of the Executive Council Charter, President's Council, recurring 1:1 meetings, EC Forms resource management system, and structured transition processes. The chapter's efforts to make accountability more transparent, growth-focused, and educational rather than solely punitive stood out as a strong practice.
- The chapter has created a strong culture of member recognition and positivity through initiatives such as Sister of the Week, birthday celebrations, Love Letters to Sisters, Sunshine Chair programming, and intentional member-class bonding events. These efforts reflect a proactive approach to fostering belonging and chapter morale.
- The internal clothing swap rack, K-Cup recycling efforts, TerraCycle cosmetic recycling initiative, and move-out donation planning demonstrated thoughtful approaches to sustainability and reducing waste within the chapter facility. Panelists specifically identified the chapter clothing rack initiative as a best practice.