

Health, Safety, and Well-Being

- Alpha Chi Omega focuses on Domestic Violence Awareness to both keep members aware and safe but to also educate the Muhlenberg College community through partnerships with Turning Point, participating in Healthy Relationships Week, hosting Denim Day, and These Hands Don't Hurt
- During New Member Education the chapter focuses on body positivity and mental health awareness.
- Recruitment efforts happen all year round with the creation of a new position, VP of Recruitment Information.
- The chapter has had issues with being on the roof of their house, a violation of Housing and Residence Life policies.

Recommendations:

- Continue to explore domestic violence education broadly to the campus community, minimizing and preventing risk beyond just the chapter, including but not limited to, collaborative efforts with other fraternities and sororities?
- Eliminate the culture of accessing the roof and fire escapes, unless an emergency requires it.

Student Learning and Social Life

- Alpha Chi Omega has a cumulative GPA of 3.40, the lowest of Panhellenic Community.
- Alpha Chi Omega has created a positive points system based on 5 membership standards and focuses on what members should be doing and not what members shouldn't be doing to encourage positive behaviors.
- The chapter encourages an annual review of the bylaws and includes a bylaw of the week during chapter meetings.
- Sisterhood events have been created to celebrate academic achievement of members.
- MyChapterRoom or MCR has been adopted as a new communication tool and attendance tracker.
- Alpha Chi Omega has been on the forefront of financial transparency during the member recruitment process.

Recommendations:

- As advocates for financial transparency, explore ways to assist with information sharing of the financial obligation during the pre-recruitment and primary recruitment processes.
- Communicate the challenges and successes of fully implementing MyChapterRoom.

Equity and Inclusion

- Alpha Chi Omega works to be transparent to all members including financial responsibility when joining Greek life. They understand that financial dues inherently make social fraternities and sororities more exclusive.
- The chapter has added case studies to chapter meetings regarding equity and inclusion.

- Next semester, the chapter is planning various workshops with the Office of Multicultural Life.
- The chapter has revised rewards and recognition to become more inclusive.

Recommendations:

- How is the chapter benefitting from the conversations and workshops with the Office of Multicultural Life? How can the FSL community benefit as well?
- Through the use of CRIB/CRIC, how is the chapter continuing to create a diverse and inclusion membership through primary recruitment?

Residential Experience

- Alpha Chi Omega will be creating a mural in the house.
- The chapter is meeting with an interior decorator to improve the house, make it more comfortable, colorful, and a place for sisterhood.
- The chapter has struggled to maintain numbers in the house.

Recommendations:

- The chapter should review the process to fill the chapter house promoting fairness and equity.
- How can the chapter house become a place that women want to live in and not have to live in?

Value Congruency

- Through the philanthropy and community engagement activities, Alpha Chi Omega consistently lives out their values.
- History of the organization and values are taught during New Member Education.
- Alpha Chi Omega assisted with the recruitment process at Rutgers University which has allowed for a stronger understanding of how the organization works outside of the College.

Recommendations:

- The chapter should ensure that the positive point system is an accurate reflection of the chapter's value and aligns with what the chapter wants their members to be and do.

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year, Alpha Chi Omega **Met Expectations**.

The following recommendations were provided to Alpha Chi Omega following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not meet, or is in progress of completing the recommendations:

- How can the chapter explore domestic violence education broadly to the campus community, minimizing and preventing risk beyond just the chapter? **YES**

- How can the chapter develop and maintain long-term collaborative efforts with campus and local partners? **YES**
- How can the chapter develop a more diverse membership through primary recruitment? **IN PROGRESS**
- The chapter should review the process to fill the chapter house promoting fairness and equity. **NO**
- What long-term vision does the chapter have for the house and what strategies can be developed to reach that vision? **YES**
- The chapter should review the processes of holding members accountable and the implementation of fines. Does this align with the values of the chapter? **IN PROGRESS**

ALPHA TAU OMEGA
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- Alpha Tau Omega partnered with staff members of the Health Center to provide sexual health and prevention education, including hosting an STD clinic in the future.
- New members are required to complete GreekLifeEDU.
- Health and Safety Office is a new position of the chapter and they worked closely with new member education to ensure no hazing.
- The Chaplain and the Executive Board work closely to make sure all safety measures are in place.

Recommendations:

- Alpha Tau Omega must review and revise the New Member Education program, paying particular attention to the length of the program and the daily and weekly time commitments.
- The chapter should create and implement proactive alcohol awareness programming for both chapter members and the FSL community.

Student Learning and Social Life

- Alpha Tau Omega has a cumulative GPA of 3.23.
- The chapter utilizes ChapterBuilder to support Recruitment efforts.
- The Scholarship chair monitors GPAs and implements study hours and academic plans.
- The Historian tracks the involvement of each of the members.
- Brotherhood events are once or twice a week or every other week.

Recommendations:

- The house should become a space better utilized for chapter and member development; consider how the first level is being used for this; perhaps as a study space for new member classes.
- Continue to partner and collaborate with organizations and departments campus-wide for activities and programs.
- The responsibilities of the chapter should be limited to just a few members; tasks should be delegated among more members of the organization.

Equity and Inclusion

- Financial plans are established for all individuals that cannot afford dues. National scholarships can be applied for by members who are in need.
- The chapter performed 355 engagement hours during the year.
- Alpha Tau Omega raised money through Movember for Camelot for kids.
- The chapter uses the STUD model for recruitment; Scholarship, Tone, Usefulness, Do, Doing, Done.

Recommendations:

- Continue developing a long-term partnership with the Office of Multicultural Life. Specifically to develop a broader understanding of equity and inclusion within the chapter.
- Create a leadership position in the organization whose focus is on equity and inclusion, in membership, programming, and education.

Residential Experience

- The chapter house is the most important part of Alpha Tau Omega at Muhlenberg College.
- The chapter is working with the Office of Multicultural Life to install a basketball hoop in between the two facilities.
- The chapter hosts weekly chapter meetings in the house.
- The chapter does not utilize the first floor as well as it should.
- The property management group is looking to add significant renovations to the house.
- There is a strong desire to utilize the house more for campus events.

Recommendations:

- How can the chapter better utilize the first floor of the house for brotherhood events and campus-wide programming?
- Members of the chapter should be able to articulate the identity and meaningful experiences unrelated to the physical house.

Value Congruency

- Alpha Tau Omega has a strong alumni network that assists with different opportunities for jobs and internships.
- The chapter has five vitals: "Who we recruit, How we educate, Empowering the Judicial Board, Who we elect, Engaging the ritual."
- During recruitment, they are looking for men who want to accomplish something after joining the organization.

Recommendations:

- Alpha Tau Omega should develop programs and make decisions based on the values of the organization and not solely the reputation on campus.

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year, Alpha Tau Omega **Did Not Meet Expectations.**

The following recommendations were provided to Alpha Chi Omega following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not, or is in progress of completing the recommendations:

- Shorten the Accreditation presentation to allow for the appropriate amount of time for questioning by the panel. **YES***
- Alpha Tau Omega should look at revising the New Member Education program, paying particular attention to the length of the program and the weekly time commitments. **NO**
- Alpha Tau Omega should reassess the value of “Frat House” during New Member Education. **NO**
- The chapter should consider proactive alcohol awareness programming. **IN PROGRESS**
- How does Alpha Tau Omega add value to the Fraternity and Sorority community and Muhlenberg College through partnerships and collaboration? **YES**
- How can the responsibilities of the chapter be spread among more members of the organization? **NO**
- The chapter should develop a long-term partnership with the Office of Multicultural Life. Specifically to develop a broader understanding of equity and inclusion. **IN PROGRESS**
- Consider a leadership position in the organization whose focus is on equity and inclusion, in membership, programming, and education. **NO**
- How can the chapter use the successes of the physical house as transferable skills for the success of the organization? **IN PROGRESS**
- Members of the chapter should be able to articulate the strength of the brotherhood and the chapter that excludes the existence and importance of the chapter house. **IN PROGRESS**
- Alpha Tau Omega must be able to articulate the values of the organization and how chapter programming and events highlight those values. **YES**

*While the presentation was shorter, fulfilling the requirement, it was incomplete.

DELTA TAU DELTA
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- Delta Tau Delta reviewed their New Member Education to make any possible and necessary changes, the process includes learning history, beliefs, rituals, values, operations of the fraternity.
- The Delta Tau Delta Risk Manager presents Member Responsibility Guidelines (MRGs) to chapter including zero tolerance policies towards hazing, abusive behavior (sexist, sexually abusive behavior, physical, mental, or emotional) towards members.
- Party Management programming took place to help ensure that events planned by the chapter are remaining safe.

- The chapter met with members of the campus administration regarding Title IX education.
- The chapter is addressing fire management within the house to conduct ritual ceremonies appropriately.

Recommendations:

- To ensure the success of the new member education programming, Delta Tau Delta must plan ahead and communicate appropriately with active and new members so that the organization and its members can manage their time.
- How are chapter members consistently looking out for the individual wellness of each member?

Student Learning and Social Life

- Delta Tau Delta has a cumulative GPA of 3.03. Lowest among the fraternities.
- Delta Tau Delta members participate in Brotherhood planned activities such as formal, a Super Bowl Party, Alumni BBQ, among others.
- The chapter introduced Letter Days to encourage brothers to wear their letters more and market the organization better.
- Recruitment workshops took place to stress values and principles within recruitment practices.
- Delta Tau Delta made changes to their academic support plan with highest priority on preserving individuals' membership status; specifically targeting at-risk seniors to help make sure they graduate.
- The chapter has a strong understanding that the experience will keep members active.
- Delta Tau Delta revised their budget to get out of dept with the national organization.
- Delta Tau Delta members were encouraged to join additional campus organization.

Recommendations:

- While continuing to create new programs within the chapter and for the community, seek opportunities to partner with other organizations, beyond financial partnerships.
- The chapter needs to identify short- and long-term strategies for financial success.
- Delta Tau Delta must find ways to keep members engaged in organizational matters and programming through their undergraduate experience.

Equity and Inclusion

- Delta Tau Delta participated in and created fundraisers for a variety of organizations in the Allentown community and their national philanthropy; including planning and hosting a Haunted House, Deltstock, One Walk, St. Baldrick's Event.
- The chapter is planning a 30 for 30 event in the future, to raise money over a period of 30 days.

- The chapter increased required service hours from 12.5 to 25 because they were consistently going above and beyond.
- Diversity within socio-economic status is important to the chapter and the financial impact of every decision is taken into consideration regarding how it will affect the members.

Recommendations:

- Clearly define the role and responsibility of the Diversity and Inclusivity Chair and how is the chapter benefiting from this position?
- The chapter needs to work closely and consistently with the Office of Community Engagement, following protocol in place for data collection and engagement strategies.

Residential Experience

- Delta Tau Delta has been proactive with the Office of Housing and Residence Life and the Office of Fraternity and Sorority Life to determine possible options for the long-term plan for the house.
- The chapter is working with the HQ to see if the formation of House Corporation makes sense for the chapter and to provide support for the house.
- The chapter had a few minor violations in the house with candles for ritual ceremonies and the chapter is determining alternative options for the future.

Recommendations:

- The chapter must change the culture of covering smoke detectors and finding alternative ways to complete ritual ceremonies without violating housing policies.
- Continue to be proactive with developing a long-term housing plan that will improve the overall use and satisfaction of the members.

Value Congruency

- Delta Tau Delta performs ritual ceremonies according to Delta Tau Delta standards and values.
- The chapter provides new members with leadership positions and opportunities to gain experience for future roles within the chapter.

Recommendations:

- Continue to explore ways that the chapter can share stories and values more broadly, with the campus community.

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year, Delta Tau Delta **Met Expectations**

The following recommendations were provided to Delta Tau Delta following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not, or is in progress of completing the recommendations:

- Review the new member education program. Is there flexibility to shorten the program to approximately 6 weeks? A national trend is to shorten or even eliminate new member education programs. **YES**
- Review the academic and scholarship programs of the chapter; specifically for individuals struggling academically. Chapter-wide scholarship programs should provide support, resources, and mentoring. **YES**
- How can the chapter continue to increase visibility on campus? This can and should include partnerships with Greek and non-Greek affiliated groups. **YES**
- How will the chapter utilize the Diversity and Inclusivity Chair to promote equity and inclusion within the chapter and among the community? **IN PROGRESS**
- How can you help increase community membership numbers through with the chapter's current recruitment strategies? **YES**
- How can the chapter be proactive with developing a long-term housing plan that will improve the overall use and satisfaction of the members? **IN PROGRESS**
- What can the chapter do to share your stories more broadly, promoting your values to the community? **NO**
- Has the chapter considered a Ritual Education program, post-initiation? **NO**

DELTA ZETA
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- Delta Zeta has an in-depth social management process that includes transportation, attendance, security checks, waivers, designated sober sisters, and guest lists.
- The chapter hosted a Breast Cancer Awareness speaker
- The chapter has implemented a judicial process with a judicial chair that oversees a standards board.
- The New Member Education program focuses on making the new members feel safe and comfortable as well introduce values, rituals, and expectations.
- The chapter planned a “stress-free DZ” event to promote relaxation and teambuilding again this year.

Recommendations:

- Delta Zeta should continue to expand the Health, Safety, and Well-Being programs to the entire Fraternity and Sorority community, including the Stress-Free DZ and Breast Cancer Awareness Programming.

Student Learning and Social Life

- Delta Zeta has a cumulative GPA of 3.45.
- Delta Zeta has shifted away from making members feel forced to attend events, rather be at events because they want to be. Delegating planning of events to others has increased.
- The chapter has focused on career readiness programming and opportunities.
- Sisterhood events this year included paint parties and a Super Bowl Party, a baby picture slide show and Sister of the Week.
- The chapter is increasing philanthropy dollar and service hour requirements.
- Delta Zeta participated in Panhel Pride Week.
- The chapter has a GPA ladder for academic success and a support network for sisters' performance

Recommendations:

- How is Delta Zeta members' individual scholarship success attributed to the scholarship programming provided by the organization?
- Delta Zeta should create learning experiences for the entire Muhlenberg community, exclusive of fundraisers.

Equity and Inclusion

- The chapter has a diversity chair that has met with the Office of Multicultural Life and will be integrating those conversations into the chapter and becoming an ally for diversity on campus.
- Scholarships are available for members with financial need.
- The chapter participates in philanthropy events like Relay for Life and Cheesy with DZ raising money for various organizations.
- Delta Zeta planned a Greek Shabbat event with Hillel.
- Members of the chapter have attended other organizations' events and programs, such as the Black Student Association and the Trans Support March.
- Onsite community engagement work included Painted Turtle Camp, Best Buddies, Shape It Up, Jefferson Arts, Tutoring, among others.

Recommendations:

- Continue to strengthen the role and impact of the Diversity Chair and work with the Office of Multicultural Life for engagement and educational opportunities.
- Continue to assess if a fining system is equitable, inclusive, and in line with your organizational values. Are there other methods of holding members accountable?

Residential Experience

- The chapter updated and improved the basement.
- Women are apprehensive to live in the house, but the ones that do, love it.
- The chapter has had a history of going on the roof and/or utilizing emergency exits; violations of Housing and Residence Life policies.
- New Members are encouraged to use the house as they please.

Recommendations:

- Eliminate the culture of accessing the roof and fire escapes, unless an emergency requires it.

- Make the chapter house feel like a central part of the organization and become a more desirable place to live.

Value Congruency

- Delta Zeta hosted a ladies luncheon again this year for the influential women in the members' lives.
- Chapter members that are abroad utilized alumni networks to make connections.
- The chapter has a new CCD (alumni advisor)

Recommendations:

- How is the chapter developing a strong relationship with a new advisor and utilizing her appropriately and effectively?
- How is Delta Zeta incorporating organizational values into recruitment efforts, including making your values known to potential new members?

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year, Delta Zeta **Met Expectations**.

The following recommendations were provided to Alpha Chi Omega following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not meet, or is in progress of completing the recommendations:

- Delta Zeta should consider expanding the stress-free programs to the Fraternity and Sorority community. **IN PROGRESS**
- Delta Zeta leadership and members should be able to articulate clearly why the chapter plans the programs they do. **YES**
- In what ways do individual members' academic success come as a result of scholarship programming from Delta Zeta? **YES**
- The chapter should assess the inconsistencies of recognizing and wanting to provide financial support, but then also using a fine system as a way to hold members accountable. **IN PROGRESS**
- The chapter should develop realistic goals for house improvement opportunities in the short and long term. **YES**
- Delta Zeta must continue to evaluate and improve with headquarters and advisors. **IN PROGRESS**
- How is Delta Zeta incorporating organizational values into recruitment efforts? **IN PROGRESS**

PHI MU
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- Phi Mu has a sober monitor system in place with training by national headquarters; for every 10 members at an event there is 1 sober monitor.
- A system is in place to promote positive social media usage.
- The chapter participates in a mental health education curriculum with the goal of giving sisters the tools to address mental health; 5 events are being planned for the fall.
- Honor Committee is in place to hold members accountable, addressing small and large concerns.
- The chapter participated in the Sexual Assault Awareness program, “Just Another Assault.”

Recommendations:

- How can the chapter expand prevention efforts for current members and the FSL community, specifically by partnering with on-campus professionals?

Student Learning and Social Life

- Phi Mu has cumulative GPA of 3.46.
- Phi Mu holds academic check-ins for each member; 7 study hours required per week.
- The chapter is planning a study abroad night to be able to connect with women of the chapter interested in going abroad with women that went abroad.
- The chapter participates in Radiance Programs to empower the women to enhance leadership skills; the program presentations are delegated to chapter members.

Recommendations:

- How does the chapter hold chapter members accountable within the scholarship/study program?
- The chapter should consider a partnership with the Career Center to build an alumni/career network.

Equity and Inclusion

- Phi Mu promotes diversity within the chapter through recruitment and awareness of member identities.
- During recruitment, it’s important that chapter members are making all potential new members feel included.
- The chapter members are involved in many advocacy based student organizations; Students for Reproductive Justice, Berg Votes, Best Buddies, College Democrats, College Republicans, Mules for Israel, Hillel, Bi Visibility Club, and the Disability Advocacy Group.
- The chapter supports philanthropic efforts for the Children’s Miracle Network.
- Scholarships are available for members in financial need, including emergency financial support.

Recommendations:

- How does the sorority promote equity and inclusion outside of the chapter membership and internal activities?

- The chapter should increase partnerships related to equity and inclusion efforts.

Residential Experience

- The Phi Mu chapter house is dynamic, warm, and inviting.
- The chapter was able to improve some aspects of the house this year; remodeling of the living room, washer and dryer, microwave, and the basement. Plans for the future include renovating the dining room, new furniture, and new lighting.
- The chapter is hoping to work with Housing and Residence Life to ease access of the house to all chapter members.

Recommendations:

- With limited residential space compared to the chapter's size, is the chapter house a space that all members feel comfortable utilizing?

Value Congruency

- Phi Mu values service to others, commitment to excellence and lifelong friendship through a shared tradition.
- During new member education, values and traditions are taught to all including the creed and Love, Honor, and Truth.
- Phi Mu hosted alumni and parent events.
- The Phi Mu Ritual Committee is prominent within the chapter.

Recommendations:

- How is Phi Mu intentionally marketing the values of the organization to the community?
- How can Phi Mu capitalize on and continue with the success of primary recruitment?

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year Phi Mu **Met Expectations**

The following recommendations were provided to Phi Mu following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not, or is in progress of completing the recommendations:

- How can the chapter expand prevention efforts for current members and the FSL community? **IN PROGRESS**
- The chapter should evaluate and critically think about all programming related to national risk management policies. **YES**
- How can the chapter focus on engagement and philanthropy more within the local community in addition to the regional and national work you're doing? **YES**

- The chapter must be proactive in creating and maintain equity and inclusion programs and strategies. Currently, equity and inclusion among the chapter is limited member relations. **NO**
- The chapter should remain proactive in the long-term plans for house improvement opportunities. **YES**
- With limited residential space compared to the chapter's size, how can the chapter better utilize the spaces on and around campus? **YES**
- How can the chapter and members articulate the individual impact the values of the organization has? **YES**

PHI SIGMA SIGMA
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- Sober Sig risk management program that provides safe transportation for sisters at social events; two sober sisters at every social event.
- The chapter has an internal process that focuses on member safety at each event.
- The chapter held one case study/simulation this year related to bystander intervention.
- Standards Board consists of two members of each member class.
- The chapter creates academic plans for those members that do not meet the minimum GPA requirements

Recommendations:

- Add programming related to bystander intervention for the Panhellenic and IFC communities.
- The chapter should assess the effectiveness and fairness of the sober monitor program and make any necessary changes.
- The chapter must determine how they are holding members accountable that are not living up to expectations of membership.

Student Learning and Social Life

- Phi Sigma Sigma has a 3.52 cumulative GPA, the highest of the Panhellenic organizations.
- Sisters of Phi Sigma Sigma serve as peer tutors and learning assistants.
- It's a requirement for members of Phi Sigma Sigma to be involved in at least two other organizations on campus. In the chapter's point system, credit is given to women that attend other sister's events in other organizations.
- The chapter encourages weekly member class dinners.
- An anonymous survey has been created for members to be able to share concerns with the chapter president and the chapter president holds office hours weekly.

Recommendations:

- Continue to explore how the members of the chapter benefit from their outside involvement and how the chapter benefits from the members' involvement.

Equity and Inclusion

- The chapter prides itself on being diverse and trying to create a culture of care.
- Phi Sigma Sigma has a strong individual member partnership with the Office of Community Engagement is broaden those connections to be chapter-wide.
- Phi Sigma Sigma has a shared resource for chapter member events known as Blue Events.
- Chapter members participate in recruitment training to improve their communication skills, focusing on key characteristics that the chapter values. Members are selected based on values. The Chapter is working to reduce implicit bias prior to and during recruitment.
- The chapter has weekly reports from the Diversity Chair that covers important current events outside of the chapter and Muhlenberg College.
- Chapter members are required to have direct community service hours.

Recommendations:

- How is the chapter ensuring that the reporting line to the Diversity Chair is equitable and inclusive? The Diversity Chair should partner with organizations and departments across campus to address issues.

Residential Experience

- The chapter house is a place for an sister to come and study and promote chapter unity.
- Outside of the house, Seegers Union is a consistent meetup spot on campus, specifically the Fireside Lounge for having lunch and doing homework. Alumni have approached members at the couches throughout the year.
- The dining hall is consistently used for informal member class meals.
- The chapter does have consistent challenges with filling the house.

Recommendations:

- Chapter members living in the house must follow all Housing and Residence Life policies regarding year-to-year transitions and item storage.
- The chapter should ensure that the house is a space that chapter members want to live in and not have to live in. A clearly defined, fair and equitable way of filling the house must be understood by each chapter member.

Value Congruency

- Philanthropic/Community Engagement has happened throughout the year including partnering with ZBT for a Magic Show to benefit CHOP.
- Values of the organization are present during recruitment conversations. The chapter looks for new members who bring value to the organization.

Recommendations:

- Phi Sigma Sigma should increase ways to engage its alumni network outside of Alumni Weekend.
- Phi Sigma Sigma must continue the efforts that have begun to cultivate and sustain a strong sisterhood and improve internal relations.

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year Phi Sigma Sigma **Met Expectations**

The following recommendations were provided to Phi Sigma Sigma following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not, or is in progress of completing the recommendations:

- Phi Sigma Sigma should create and implement prevention programs, specifically related to bystander intervention. **IN PROGRESS**
- Members of the chapter should be able to accurately articulate the benefits the chapter receives from involvement in outside organizations. How are those outside organizations also benefiting because of Phi Sigma Sigma's involvement in them? **YES**
- How is the chapter utilizing the Diversity Chair's role to positively change programmatic efforts within the chapter? **IN PROGRESS**
- Chapter members living in the house must follow all Housing and Residence Life policies regarding year-to-year transitions and item storage. **IN PROGRESS**
- How can efforts like "Phi Sig Phuture" increase networking opportunities and relationships with alumni? **NO**
- Phi Sigma Sigma must continue the efforts that have begun to cultivate and sustain a strong sisterhood. **IN PROGRESS**

ZETA BETA TAU
Accreditation Report
2018-2019

Health, Safety, and Well-Being

- The chapter participates in GreekLifeEDU; outside of this program, there's not any in-person training related to prevention.
- Zeta Beta Tau does not have a pledge/new member program; members are initiated within 72-hours of accepting a bid.
- Brotherhood education is open to all members.
- The chapter co-hosted Green Light Go, a program to raise awareness for bystander intervention and sexual assault prevention.
- Zeta Beta Tau has a minimum of three sober brothers during each social event and a text channel is in place for social communication.
- Zeta Beta Tau was the only fraternity represented at "Just Another Assault" - Sexual Assault Prevention speaker program.
- The chapter participates in "Pass the Candle" as an open opportunity for members to share relevant experiences and seek support from brothers.

Recommendations:

- How is Zeta Beta Tau using GreekLifeEDU throughout the year and how can that education be shared with the entire Fraternity and Sorority community?
- Zeta Beta Tau should continue to partner with College departments to create intentional prevention education programs.

Student Learning and Social Life

- Zeta Beta Tau's cumulative GPA is 3.27; the highest among IFC organizations.
- Zeta Beta Tau requires members to be active in organizations outside of the fraternity.
- The chapter has partnered with many of the other organizations; Magic Show with Phi Sigma Sigma, Get on the Ball with Phi Mu
- The chapter is heavily involved with Relay for Life; this includes the highest individual donor total.
- Discord was adopted as a new communication tool for the chapter.
- The chapter completed nearly 200 service hours.
- Zeta Beta Tau hosts an annual chapter-wide brotherhood development retreat in Jim Thorpe.

Recommendations:

- Zeta Beta Tau must increase efforts around recruitment strategies to boost membership numbers.
- The chapter has a lot of new ideas for programs; The chapter should improve its program planning overall, specifically related to time management and budgeting.

Equity and Inclusion

- The chapter's Heritage chair plans a semesterly programming schedule, participating in and celebrating many of the Jewish holidays and traditions.
- The chapter partners with Hillel and Chabad.
- Zeta Beta Tau's brotherhood education program promotes internal equity and inclusion.

Recommendations:

- The chapter should partner with the Office of Multicultural Life to enhance and deepen the understanding of equity and inclusion.

Residential Experience

- The first year of having a chapter house has been a success.
- 7 members live in the house and the chapter uses it as they're able to for meetings and programs.
- The chapter is using the house as a chance to build community.
- No issues were recorded by Housing and Residence Life.

Recommendations:

- How is having a chapter house impacting the overall fraternity experience?

Value Congruency

- Zeta Beta Tau's values include Intellectual Awareness, Social Responsibility, Integrity, and Brotherly Love
- The chapter performs many of the organization's ritual ceremonies throughout the year, including initiation ceremonies and a graduation ceremony.
- Recruitment practices are about learning about the men interested in ZBT and not selling the chapter to the potential members.
- The chapter participates in an annual member review as a way to hold men accountable to the values and standards of the organization. Through this process, each brother's status as a member is evaluated.

Recommendations:

- The chapter needs to improve and increase relationships with young and old alumni and consider additional alumni programming.

Recommendations from the 2018-2019 Academic Year and Evaluation

For the 2018-2019 Academic Year Zeta Beta Tau **Met Expectations**

The following recommendations were provided to Zeta Beta Tau following the 2017-2018 academic year. After careful review, the Accreditation Committee determined if the chapter met, did not, or is in progress of completing the recommendations:

- How is Zeta Beta Tau using GreekLifeEDU throughout the year and how can that education be shared with the entire Fraternity and Sorority community? **NO**
- As brothers of Zeta Beta Tau are required to participate in other organizations, how is the chapter and chapter members continually benefitting from that participation? **IN PROGRESS**
- The chapter should continue to improve relationships with alumni and seek opportunities to connect. As the chapter's membership identity evolves, alumni communication and support will be critical. **IN PROGRESS**
- The chapter should focus on how the addition of a chapter house will improve the brotherhood as a whole and be able to articulate that improvement. **IN PROGRESS**
- As the chapter transitions into a new house, Zeta Beta Tau must consider creating a good foundational relationship with the Allentown neighbors. **YES**
- How is Zeta Beta Tau incorporating the chapter's values into recruitment? **YES**
- The chapter must focus on a positive transition as the re-founding fathers have graduated. **YES**