

Overall Chapter Cumulative GPA: 3.361

### **Health, Safety, and Well-Being**

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- Alpha Chi Omega participates in Alcohol Skills and Training Program through sorority headquarters.
- The chapter has a long-standing prevention strategy implemented to ensure the safety of all members; which is taught to each woman upon joining the sorority. Alpha Chi Omega indicated there is to be at least one sober sister per 15 sisters.
- The Alpha Chi Omega Standards Board makes sure each sister feels comfortable in the open meeting regardless of the issue being discussed. There is weekly acknowledgement of academic achievement.
- Alpha Chi Omega Risk Committee helps to monitor social media of the chapter members.

#### *Recommendations:*

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

### **Student Learning and Social Life**

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- Philanthropic events of Alpha Chi Omega includes domestic violence. The chapter focuses on partnering with Lehigh Valley partners.
- Alpha Chi Omega hosted and participated in Healthy Relationships Week, Sexual Assault Awareness at the Udder Bar, and It's on US program.
- Alpha Chi Omega pairs sisters with similar academic interests.

#### *Recommendations:*

- How can the chapter develop and maintain long-term collaborative efforts with campus and local partners?

### **Equity and Inclusion**

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- Alpha Chi Omega works to be transparent to all members including financial responsibility when joining Greek life.
- Alpha Chi Omega recognizes stereotypes of the Greek Community and works to have conversations to break down barriers of those stereotypes.
- The chapter has plans to "revamp recruitment" in order to welcome a more diverse group of women to join Alpha Chi Omega who share sorority values.

#### *Recommendations:*

- How can the chapter develop a more diverse membership through primary recruitment?

### **Residential Experience**

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- Alpha Chi Omega indicated that mostly 3rd year students live in the chapter house.

- The chapter addresses ecological and cosmetic issues with the house; they stated they are working with their headquarters to get new furniture.
- Alpha Chi Omega offered ideas to host more events in their house to build sisterhood.

*Recommendations:*

- The chapter should review the process to fill the chapter house promoting fairness and equity.
- What long-term vision does the chapter have for the house and what strategies can be developed to reach that vision?

**Value Congruency**

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- Alpha Chi Omega makes conscious efforts to remind all sisters about rituals and historical facts about the sorority at chapter meetings.
- Each week, the chapter nominates a “sister of the week.”
- Alpha Chi Omega utilizes positive reinforcement system in and outside of the chapter.
- With the “revamped” recruitment, Alpha Chi Omega is going back to core values matching (values-based recruitment).

*Recommendations:*

- The chapter should review the processes of holding members accountable and implementation of fines. Does this align with the values of the chapter?

Overall Chapter Cumulative GPA: 3.24

### **Health, Safety, and Well-Being**

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- Alpha Tau Omega has shifted the focus of judicial board. It includes at least one member from each class year to promote accountability. The focus of the judicial board is not to punish, but to help.
- The chapter worked closely with Ann Marie Stevens to create an alcohol prevention workshop due to a social code violation.
- Once initiated, new members view the hazing documentary "Frat House" to understand what they were and where they want to be.

#### *Recommendations:*

- 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.
- Alpha Tau Omega should reassess the value of "Frat House" during New Member Education.
- The chapter should consider proactive alcohol awareness programming.

### **Student Learning and Social Life**

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- Alpha Tau Omega members support each other outside of the fraternity by attending members' other events such as athletics.
- The chapter has been working on solidifying and working with a new advisor, Ryan Smolko, in Career Services.
- Chapter participates in pass the gavel regularly to better learn about and support each other.
- Partnered with Assembly 88 in Allentown as a fundraiser for the chapter.

#### *Recommendations:*

- How does Alpha Tau Omega add value to the Fraternity and Sorority community and Muhlenberg College through partnerships and collaboration?
- How can the responsibilities of the chapter be spread among more members of the organization?

### **Equity and Inclusion**

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- During recruitment the chapter looks for men that offers mutual benefits - the member benefits from being a part of the chapter and the chapter benefits from that student's membership.
- The chapter uses the STUD model for recruitment; Scholarship, Tone, Usefulness, Do, Doing, Done.
- Alpha Tau Omega participated in a 7th Street cleanup in Allentown.
- The chapter participated in Relay for Life.

#### *Recommendations:*

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

### **Residential Experience**

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- The chapter house is the most important part of Alpha Tau Omega at Muhlenberg College.
- The chapter hosts weekly chapter meetings in the house.
- Alpha Tau Omega enjoys having as many men in the house as possible to promote brotherhood and it provides financial flexibility.
- One focus of new member education is to build a comfortable environment in the house for the new members.
- Alpha Tau Omega expresses that living in the house has had a positive impact on their member's academic performance.

#### *Recommendations:*

- How can the chapter use the successes of the physical house as transferable skills for the success of the organization?
- 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.

### **Value Congruency**

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- Alpha Tau Omega can express the values and leadership qualities necessary for a positive impact.
- The chapter has partnered with other College and local organizations like Wounded Warriors, Children's Hospital, and Phi Mu - Karaoke for a Cause.
- Alpha Tau Omega has received the True Merit award the past two years.

#### *Recommendations:*

- Alpha Tau Omega must be able to articulate the values of the organization and how chapter programming and events highlights those values.

Overall Chapter Cumulative GPA: 3.065

### **Health, Safety, and Well-Being**

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- 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.
- The chapter participated in sexual assault awareness and prevention programs.
- Before joining the fraternity, new members are required to complete an alcohol education program.
- The Fraternity's Honor Board seeks to ensure all members are complying with MRGs and provide assistance to brothers in need.

#### *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.

### **Student Learning and Social Life**

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- Delta Tau Delta members participate in Brotherhood planned activities such as formal and attending events in the Allentown community.
- Fraternity members have payment plan options in order to provide financial support and lessen financial burden should members need help paying for Fraternity dues.\
- The Academic Support Plan, a tiered system of semester and cumulative GPAs, aims to help brothers to create academic goals. Members are also required to meet with the chapter's Director of Academic Affairs.
- Delta Tau Delta participated in a football game against another fraternity to help create a bond between the two chapters.
- Delta Tau Delta members were encouraged to join additional campus organization.

#### *Recommendations:*

- Review the academic and scholarship programs of the chapter; specifically for individuals struggling academically. Chapter-wide scholarship programs should provide support, resources, and mentoring.
- How can the chapter continue to increase visibility on campus? This can and should include partnerships with Greek and non-Greek affiliated groups.

### **Equity and Inclusion**

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- The Delta Tau Delta Recruitment Chair implemented a 5-step recruitment process to bring new members to the chapter. The chapter recruited 4 new members.

- New member education is an 8 week program to teach new members about the fraternity, its history, and allows the brothers to get to know each other.
- Delta Tau Delta participated in and created fundraisers for a variety of organizations in the Allentown community and their national philanthropy.
- Delta Tau Delta has a new Diversity and Inclusivity Chair with plans for future use.

*Recommendations:*

- How will the chapter utilize the Diversity and Inclusivity Chair to promote equity and inclusion within the chapter and among the community?
- How can you help increase community membership numbers through with the chapter's current recruitment strategies?

## **Residential Experience**

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- Delta Tau Delta ensures there is a member present at the house at all times in case others need to get into the chapter house.
- When needed, Delta Tau Delta uses the chapter house for ritual performances.
- The chapter members planned an alumni barbeque to continue Delta Tau Delta connections.
- Housing inspections are performed once a semester to ensure the "Delt Shelter" is safe for members.

*Recommendations:*

- How can the chapter be proactive with developing a long-term housing plan that will improve the overall use and satisfaction of the members?

## **Value Congruency**

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- Delta Tau Delta performs ritual ceremonies according to Delta Tau Delta standards and values.
- Delta Tau Delta provides ritual education to members throughout the academic year.
- Chapter delegates attended the Eastern Division Conference in the Spring of 2018.

*Recommendations:*

- What can the chapter do to share your stories more broadly, promoting your values to the community?
- Has the chapter considered a Ritual Education program, post-initiation?

Overall Chapter Cumulative GPA: 3.411

### **Health, Safety, and Well-Being**

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- Delta Zeta has implemented new communication strategies for managing risk by utilizing GroupMe for their sober sister program.
- The chapter is continually looking at and learning how to hold members accountable and implementing appropriate judicial processes.
- The New Member Education program focuses on making the new members feel safe and comfortable as well introduce values, rituals, and expectations.
- The chapter participated in a self-defense class.
- The chapter planned a “stress-free DZ” event to promote relaxation and teambuilding.
- A sexual assault awareness program happened with partnerships from Campus Safety and Health Services.

#### *Recommendations:*

- Delta Zeta should consider expanding the stress-free programs to the Fraternity and Sorority community.

### **Student Learning and Social Life**

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- Delta Zeta participated in a virtual identity workshop. As a result, members were able to receive internships/jobs.
- The chapter participated in Winterfest with the Panhellenic Council making jewelry.
- Delta Zeta has modified their point and fine system for holding members accountable.
- Delta Zeta and Zeta Beta Tau were the winners of this year’s Greek Week.
- The chapter partnered with Alpha Chi Omega and Zeta Beta Tau for “It’s On Us.”
- The chapter is consistently support members’ involvement and activities outside of the organization.
- The chapter has weekly finance fun facts.

#### *Recommendations:*

- Delta Zeta leadership and members should be able to articulate clearly why the chapter plans the programs they do.
- In what ways do individual members’ academic success come as a result of scholarship programming from Delta Zeta?

### **Equity and Inclusion**

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- Members of the chapter participated in a recruitment workshop to learn about to better communicate with prospective new members during primary recruitment.
- The recruitment events convey commitment to a welcoming and inclusive membership.
- 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.

- The chapter worked with Bradbury-Sullivan Center.
- The chapter participated in an educational event about the Holocaust.
- Delta Zeta includes alumni programming throughout the year including a Homecoming dinner and an alumni network on LinkedIn.

*Recommendations:*

- 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.

**Residential Experience**

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- The chapter conducts a fire safety program annually with Campus Safety.
- Delta Zeta is currently developing a long-term plan for house improvements.
- New members study together in the house. Many members of the chapter that do not live in the house study in the house as well.

*Recommendations:*

- The chapter should develop realistic goals for house improvement opportunities in the short and long term.

**Value Congruency**

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- Delta Zeta hosted a ladies luncheon for the influential women in the members' lives.
- The chapter considers themselves lifelong learners, they were first out of 166 chapters nationwide.
- Chapter members focus on leading and serving to become effective leaders; members grow over time.
- The chapter performs ritual ceremonies each semester and wears pin attire at chapter meetings.

*Recommendations:*

- Delta Zeta must continue to evaluate and improve with headquarters and advisors.
- How is Delta Zeta incorporating organizational values into recruitment efforts?



Overall Chapter Cumulative GPA: 3.421

### **Health, Safety, and Well-Being**

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- Phi Mu completed Radiance Programs which include guided meditation, personal reflection and confidence, and stress management.
- Phi Mu participates in Risk Policy Management programs such as “sober sisters” for each social event.
- The Phi Mu Standards Board acts as the Discipline Committee. It operates through open conversation. There are fines for chapter members not attending events.
- Phi Mu planned a food eating contest during Greek Week, an inconsistency with national risk management policies.

#### *Recommendations:*

- How can the chapter expand prevention efforts for current members and the FSL community?
- The chapter should evaluate and critically think about all programming related to national risk management policies.

### **Student Learning and Social Life**

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- Phi Mu holds academic check ins for each member, host study parties, and a pre-finals Pinata party.
- The Phi Mu chapter delivered Galentine’s notes and treats to other NPC sororities with a donations to their philanthropy.
- Phi Mu partnered with EnAcT and Alpha Tau Omega for philanthropic events.
- Phi Mu is working to address issues through various communication strategies.

#### *Recommendations:*

- How can the chapter focus engagement and philanthropy more within the local community in addition to the regional and national work you’re doing?

### **Equity and Inclusion**

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- Phi Mu communicated that sisters within the chapter individually felt included in the chapter.
- Potential New Members were asked what “Love, Honor, and Truth” meant to them.
- Phi Mu chapter members show support to other sisters with their individual involvement.

#### *Recommendations:*

- The chapter must be proactive creating and maintain equity and inclusion programs and strategies. Currently, equity and inclusion among the chapter is limited member relations.

## **Residential Experience**

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- The Phi Mu chapter house is utilized by the chapter to hold Executive Board Meetings in the dining room, New Member Education meetings held in the basement, and committee meetings and sisterhood events.
- Phi Mu indicated their plans to meet with the Office of Housing and Residence Life to discuss potential changes to the house.

### *Recommendations:*

- The chapter should remain proactive in the long-term plans for house improvement opportunities.
- With limited residential space compared to the chapter's size, how can the chapter better utilize the spaces on and around campus?

## **Value Congruency**

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- Phi Mu showcases their sorority values through their Radiance Program and hold sisters accountable for respecting one another.
- Phi Mu hosted alumni and parent events.
- The Phi Mu Ritual Committee is prominent within the chapter.

### *Recommendations:*

- How can the chapter and members articulate the individual impact the values of the organization has?

Overall Chapter Cumulative GPA: 3.528

### **Health, Safety, and Well-Being**

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- Sober Sig risk management program that provides safe transportation for sisters at social events.
- Standards Board consisting of nine sisters to discuss sisterhood engagement at events and disciplinary actions that may necessary for members.
- Organization has a zero tolerance policy for hazing.
- The chapter creates academic plans for those members that do not meet the minimum GPA requirements
- Two members serve on EMS.
- Sisters improve each other's health and well-being through participation in healthy activities like Yoga and weight training.

#### *Recommendations:*

- Phi Sigma Sigma should create and implement prevention programs, specifically related to bystander intervention.

### **Student Learning and Social Life**

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- Sisters of Phi Sigma Sigma serve as peer tutors and learning assistants.
- The chapter participated in a Career Center workshop to work on their resumes and discuss tips for finding internship and job opportunities.
- 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.

#### *Recommendations:*

- 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?

### **Equity and Inclusion**

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- Members work with and participate with the Community Engagement office.
- Phi Sigma Sigma has social media communication strategies specifically for philanthropic efforts.
- 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 has weekly reports from the Diversity Chair that covers important current events outside of the chapter and Muhlenberg College.

- Members have participated in a number of social movements, including the Women's March.

*Recommendations:*

- How is the chapter utilizing the Diversity Chair's role to positively change programmatic efforts within the chapter?

## **Residential Experience**

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- 16 women live in the chapter house.
- The chapter hosts bi-weekly cleaning days to clean and organize.
- The kitchen was restored this past year and is now being used consistently.
- The common areas are used regularly to promote sisterhood.
- Outside of the house, Seegers Union is a consistent meetup spot on campus, specifically the Fireside Lounge for having lunch and doing homework.
- The dining hall is consistently used for informal member class meals.

*Recommendations:*

- Chapter members living in the house must follow all Housing and Residence Life policies regarding year-to-year transitions and item storage.

## **Value Congruency**

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- "Phi Sig Phuture" campaign on social media to highlight how the chapter empowers the members and how their membership will help them achieve their personal and professional goals.
- Chapter selects a Sister of the Week.
- Philanthropic/Community Engagement has happened at Jackson Kindergarten Center, College Connect, Turning Point, and have co-hosted events to raise money for various Greek organizations' philanthropic partners.
- Members of the chapter attended Alternative Spring Break trips in Houston and New Orleans.
- Values of the organization are present during recruitment conversations.

*Recommendations:*

- How can efforts like "Phi Sig Phuture" increase networking opportunities and relationships with alumni?
- Phi Sigma Sigma must continue the efforts that have begun to cultivate and sustain a strong sisterhood.

Overall Chapter Cumulative GPA: 3.296

### **Health, Safety, and Well-Being**

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- The chapter participates in GreekLifeEDU
- Zeta Beta Tau does not have a pledge/new member program; members are initiated within 72-hours of accepting a bid.
- The chapter and standards board are rewriting the by-laws
- 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 two sober brothers during each social event.

*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?

### **Student Learning and Social Life**

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- Zeta Beta Tau requires members to be active in organizations outside of the fraternity.
- The chapter has the highest GPA among fraternities.
- Chapter has partnered with many of the other organizations; Magic Show with Phi Sigma Sigma, Get on the Ball with Phi Mu
- Greek Week winners with Delta Zeta
- Chapter hosted an alumni brunch networking event
- Zeta Beta Tau hosts an annual chapter-wide brotherhood development retreat.

*Recommendations:*

- 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?

### **Equity and Inclusion**

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- Zeta Beta Tau is a historically Jewish-based organization, however, 80% of their fall new member class are not Jewish. The organization has evolved to become more inclusive.
- The chapter has participated in recruitment training to promote inclusive membership recruitment.
- Chapter has a strong heritage based programming schedule, participating in and celebrating many of the Jewish holidays.
- After initiation, the newly initiated brothers participate in a 6-week member education program.

*Recommendations:*

- 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.

## **Residential Experience**

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- The chapter currently does not have a chapter house. The chapter will have a College-owned house beginning Fall 2018.
- The chapter has used brothers' MILE house for events in addition to other campus spaces.

### *Recommendations:*

- 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.
- As the chapter transitions into a new house, Zeta Beta Tau must consider creating a good foundational relationship with the Allentown neighbors.

## **Value Congruency**

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- 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.
- The chapter participates in leadership development opportunities annually, such as attending the President's Academy and the Emerging Leaders Institute through Zeta Beta Tau.

### *Recommendations:*

- How is Zeta Beta Tau incorporating the chapter's values into recruitment?
- The chapter must focus on a positive transition as the re-founding fathers have graduated.