

## DELTA GAMMA

### Accreditation Report

2008-2009

#### Scholarship

- Delta Gamma was sixth out of nine sororities in academics during the fall 2008 semester with a GPA of 3.253. This was slightly below the all-women's GPA of 3.266 and the all-sorority GPA of 3.286. During the spring 2009 semester the chapter was seventh out of nine sororities with a 3.197 GPA, placing them below the all-women's and all semester GPA's.
- The chapter's spring 2009 new member GPA was 2.685, the lowest of all sororities.
- Delta Gamma had 23% of chapter members on the Dean's List in the fall 2008 semester and 29% of chapter members on the Dean's List in the spring 2009 semester.
- The chapter reached out to Theta Chi during the spring semester to learn more about the fraternity's comprehensive scholarship plan. The committee believes this is a promising partnership and would like to see Delta Gamma continue and expand on this in the future.
- Delta Gamma has several academic-related incentives in place, including awards for never missing a class, receiving a 95% or higher on exams, highest GPAs, GPA improvement, 4.0 GPA, Dean's List, and A and B raffles. The committee would like to see additional academic reinforcement opportunities.
- The chapter utilized the Center for Academic Success for three workshops during the 2008/2009 academic year on test-taking, time management/effective studying, and memory/concentration.
- The chapter utilizes study hour sign in sheets at the library and in the Delta Gamma scholarship room.
- The chapter renovated the scholarship room this year by painting the walls, adding carpet and a new table, bookshelf, couch and three desks. The chapter also created a group study room which doubles as their executive board meeting room.
- Delta Gamma held a successful faculty dinner with several faculty members as well as Office of Fraternity and Sorority Affairs (OFSA) representatives present.
- The chapter has an academic major mentoring program and a "Sisters Teaching Sisters" tutoring program; however, the committee would like to see the chapter work with the Center for Academic Success to appropriately train the mentors and tutors.
- Delta Gamma addressed several of last year's Accreditation recommendations, but the committee believes they could still improve in creating a comprehensive plan that suits the individual needs of the chapter, as well as working with the Center for Academic Success to formalize training opportunities.
- The committee recommends that the chapter focuses on academic partnership opportunities as well as working with the Center for Academic Success and their Greek Life Coordinator to assess what is and is not working in their current plan.

In the area of **Scholarship**, the committee rated Delta Gamma to be a **Silver Chapter**.

## Leadership

- Delta Gamma was represented on the 2008/2009 Panhellenic Executive Board by Emily Goodwin as VP Marketing and Publicity. The chapter did not have any representatives run for office in 2009/2010.
- The chapter has five members in Order of Omega and fifteen in the National Society of Leadership and Success.
- The chapter continued their involvement with the Greek Emerging Leaders (GEM) program in fall 2008 with one member serving as a mentor and two members participating. For 2009, one Delta Gamma will serve as a mentor with three sophomore members having been selected to participate out of 12 Delta Gamma's that applied for the program.
- The chapter greatly improved the relationship with their faculty advisor, Allison Gulati, this year, including regularly scheduled meetings between Allison and the chapter Vice-President of Programming.
- Two members of Delta Gamma will be attending the Undergraduate Interfraternity Institute this summer.
- The chapter had three visits by Delta Gamma Collegiate Development Consultant Jackie Gow. Having consistent visits by Delta Gamma inter/national headquarters proved helpful in the chapter's transition to a calendar year election cycle as well as revising their new member program for fall 2009 implementation. The visits were utilized by the chapter much more than in past years.
- The chapter participated in four webinars through the Delta Gamma inter/national headquarters on recruitment strategies, public relations, bylaws, and philanthropy.
- The chapter has continued to utilize the Crews committee system to engage members of the chapter. The committee would like to see the chapter enhance this program and utilize it more often for event planning and management.
- The chapter participated in two workshops by Student Leadership Trainers from the Office of Student Leadership Development on officer transition and values clarification.
- Delta Gamma had several new members participate in New Member Tracks.
- The chapter created and displayed recruitment rule posters and reminders in the weeks prior to formal spring recruitment.
- The committee recommends that Delta Gamma find ways to publicize, recognize, and involve the entire chapter in some of the individual member's accomplishments, such as Stacey Middlebrook's successful cookbook fundraising for cancer research. Delta Gamma should be proud of their individual member's achievements and advertise as well as enhance those endeavors as a chapter.
- The committee recommends the chapter work with the Greek Life Leadership Coordinator and their Greek Life Coordinator to enhance their officer shadowing program as well as ensure new officers are transitioned well after their first calendar year election cycle.
- Despite success in many areas of leadership, the committee still sees a strong disconnect between new member classes in Delta Gamma. This has continued to be an underlying problem for the chapter and one that the committee recommends to be corrected quickly and well. The committee recommends that the entire chapter participate in the Lehigh University Ropes Course in order to build trust and cohesion

among the classes. If not corrected, this disconnect with both overshadow other progress made in leadership, as well as inhibit any future progress.

In the area of **Leadership**, the committee rated Delta Gamma to be a **Bronze Chapter**.

### **Citizenship**

- The chapter did a great job organizing Anchor Slam, partnering with Delta Phi, and raising over \$2,500 for their philanthropy, Service for Sight. It was a strong improvement over past years.
- The chapter co-sponsored the successful Soccer without Borders/Global Goals Soccer Tournament with the Global Union and Delta Phi.
- The chapter participated in Workout for a Cure, Girls on a Run, the Teach for America Volleyball Tournament, Adopt-a-Family, The Hill Rocks the Vote, and the Cans Across America food drive
- Delta Gamma's volunteered for New Bethany Ministries' Thanksgiving Basket drive, Spring Fling, the Best Buddies program, and the Community Service Office's Feel Good Fridays.
- The chapter started a new venture through the Big Sister program by serving as mentors to a Girl Scout troop at Freemansburg Elementary once a week. Chapter members seemed to truly enjoy this experience.
- The chapter improved their involvement with their national philanthropy, Service for Sight, this year by donating the money raised from Anchor Slam as well as teaming up with the Lehigh Public Health Coalition to collect donations for Unite for Sight.
- The chapter improved their Honors Board this year and has done a better job of holding individual members accountable through hearings and Statement of Obligation Reviews (SORs); however the committee recommends Delta Gamma work with Chris Mulvihill, Assistant Dean for Student Conduct to formalize training and overall operation of the board.
- The chapter had a number of new members with alcohol related incidents during the spring 2009 semester. While an investigation lead to no chapter charges, it is impossible to separate the individual incidences from the chapter. The stewardship of new members is perhaps the greatest responsibility of a chapter, and Delta Gamma must do better.
- The chapter created a Drug and Alcohol Awareness Plan in response to these events. This is a good starting point for the chapter, but needs to be continued, enhanced, and utilized during 2009/2010 in order to be effective. The committee recommends the chapter implement alcohol training seminars, workshops, and programs for all members to ensure these incidents do not continue in the future.
- The committee recommends Delta Gamma look for partnership opportunities and resources that allow them to have honest conversations about the use and abuse of alcohol within the chapter. The chapter needs to better utilize the risk management programs and services of the Office of Fraternity & Sorority Affairs and Delta Gamma inter/national headquarters, as well as partner with other chapters and offices on campus to implement changes.
- The committee recognizes that the chapter has made progress in terms of community involvement; however they have still not eliminated the negative actions and perceptions of the chapter. The list of great things they have done continues to be outweighed by negative incidents and behavior. Until changes are made, the chapter will continue to struggle in this area.

- The committee would like to see the chapter focus on what it really means to be a Delta Gamma and a member of a values-based organization. This needs to be communicated and exemplified both during recruitment and year-round in all activities, by all members of the chapter.

In the area of **Citizenship**, the committee rated Delta Gamma to be a **Poor Chapter**.

### Partnership

- Delta Gamma partnered with Theta Chi to produce a very successful Fashion for a Cure which raised over \$1000 and included many fraternities and sororities as well as student organizations.
- The chapter has a strong relationship with the Global Union, including creating a new chapter position of Global Union Representative. They continued to partner on several events such as Unite for Sight, Global Health Week's self defense classes, HIV/AIDS Day, and Rock for Haiti.
- The chapter continues to have strong alumni advisory board support. As several members of the current board are stepping down at the end of the 2008/2009 year, it will be crucial for the chapter to find new advisors who will also serve as mentors to a chapter struggling to change their image.
- The chapter continues to communicate with alumni through a semesterly newsletter and holiday card mailing.
- The chapter has continued their partnership with the Delta Gamma chapter at Lafayette College, collaborating on officer training workshops, a Founders Day brunch, and the annual DG/Fiji Rivalry Run during Lehigh/Lafayette Week.
- Delta Gamma sponsored several events for members' parents including a pot luck tailgate at a football game and tours of the chapter house.
- The chapter invited Tim Wilkinson to speak on two occasions during spring semester. Both meetings were well-attended and the chapter asked many insightful questions as well as cleared up some misperceptions about fraternity and sorority life at Lehigh.
- Delta Gamma continued to build a stronger relationship with their faculty advisor, Allison Gulati, and utilized her much more this year than in the past.
- The chapter's partnership with Alpha Tau Omega for the Greek Week Dance Competition was again unsuccessful. The chapter has been warned about this in the past and despite promises to change, they were unable to follow through. All of their successful partnerships will continue to be overshadowed if the chapter perpetuates the poor behavior and stereotypes that occurred at the Dance Competition. As one of the largest and most visible Greek Week events, the negative actions at the event represented the entire Greek community to the greater Lehigh community and perpetuated the stereotypes that keep fraternities and sororities down.
- The chapter's choice of organization with whom they partner and women they allow to serve as a public voice for the chapter are what continues to give Delta Gamma a negative reputation on campus. The committee has given the chapter similar recommendations for the past two years regarding Greek Week and, while the behavior of new members during Greek Week has improved, the visibility and magnitude of one event can quickly ruin any progress the chapter has made.
- The committee recommends the chapter continue to work with the Office of Fraternity & Sorority Affairs, the Panhellenic and Interfraternity Councils, the Dean of Students division, and others to understand the magnitude of their actions and the responsibility they face in changing the chapter's stereotypes and perceptions.

In the area of **Partnership**, the committee rated Delta Gamma to be a **Poor Chapter**.

### **Stewardship**

- The chapter had one major Life Safety violation, as candles were found in the men's restroom following formal recruitment.
- The chapter was again proactive in educating members on Life Safety policies by inviting Assistant Director of Residential Services, Danielle Jones, to speak at a chapter meeting.
- The chapter renovated two rooms in their house – the study room and the executive board meeting room/group study room. Both renovations were completed successfully and have led to an increased use of both spaces.
- The chapter again had a live-in advisor in graduate student Ashley Bergamino. A member of Delta Gamma from another university, the chapter underutilized Ashley's knowledge of the sorority and would benefit from including her in more chapter activities.
- The chapter held two risk management programs – one on sexual violence prevention and another on potential problematic situations.
- Delta Gamma has continued their "DG Goes Green" campaign by switching to recycled copier paper, posting signs near light switches as a reminder to save energy, placing timers in the shower to reduce water usage, and emailing documents rather than printing copies for every member.
- The chapter increased participation in intramurals this year, with 80% of their members playing volleyball, basketball, softball, soccer, and/or flag football. Delta Gamma was crowned the champion of soccer.
- The chapter received positive press coverage of Fashion for a Cure, Service for Sight, and Global Health Week in The Brown & White.
- The chapter implemented "DG in the Library" to encourage members to wear letter shirts when studying in the library to promote the chapter's focus on academics.
- The chapter stayed within their allotted budget and ended the year with a surplus. They also held a Greek Bill training session to ensure all members understood the new billing system.
- The chapter implemented a Restoration Program in 2009, including renovating the Ritual room, conducting a Ritual Review workshop, and review of the roles and responsibilities involved with holding a chapter leadership position.
- Delta Gamma participated in the GreekLifeEdu program through their inter/national headquarters. Over 90% of the chapter completed all modules.
- As noted in the Partnership section, the committee remains concerned about the chapter's image and reputation, especially following the Greek Week Dance Competition. The amount of programs and initiatives the chapter implements does not matter so long as the chapter continues to make the same mistakes and not learn from those mistakes year after year.
- The committee recommends the chapter continue to assess their image, including how the chapter is represented at major public activities, such as Greek Week, and work with the Office of Fraternity & Sorority Affairs, along with other offices on campus, to implement the necessary positive changes needed for the chapter to change.

- The committee acknowledges that there is a core group of chapter members who understand the critical situation and are being truthful in their strides to make changes; ultimately, however, if the chapter does not make the necessary changes in the coming year, they will be out of chances.

In the area of **Stewardship**, the committee rated Delta Gamma to be a **Bronze Chapter**.

### **Overall Rating**

**Overall the committee rates Delta Gamma as a Bronze chapter. While the committee is happy to see that Delta Gamma has continued to work to implement previous recommendations and indeed is showing organizational improvement, it cannot be ignored that the chapter continues to be unable to make headway in areas that are vital to the existence of the organization. Problems that arise with new member class divisions and individual new members are a clear sign that the new member program is not working. Additionally, the chapter continues to allow the actions of a few to steer the public perception of Delta Gamma. While the current membership has a better grasp on the needs of the chapter than in previous years, the committee feels that Delta Gamma is at a crossroads. This is an extremely important year for the future of the chapter, and the committee hopes the chapter continues to take this responsibility seriously.**

**The accreditation committee assigns Delta Gamma an overall rating of Bronze, which is considered a solid level of achievement in the accreditation process, with all the privileges that accompany such a rating.**

### **Recommendations:**

- The chapter reached out to Theta Chi during the spring semester to learn more about the fraternity's comprehensive scholarship plan. The committee believes this is a promising partnership and would like to see Delta Gamma continue and expand on this in the future.
- Delta Gamma has several academic-related incentives in place, including awards for never missing a class, receiving a 95% or higher on exams, highest GPAs, GPA improvement, 4.0 GPA, Dean's List, and A and B raffles. The committee would like to see additional academic reinforcement opportunities.
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