

CAMPUS PROFESSIONALS

Resource Guide 2025/2026



ZETA PHI BETA
SORORITY, INCORPORATED

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GINA MERRITT-EPPS, ESQ., INTERNATIONAL FIRST VICE PRESIDENT (SORORITY MEMBERSHIP)

KAYLA CLARK, INTERNATIONAL SECOND VICE PRESIDENT (UNDERGRADUATE AFFAIRS)

ZETA PHI BETA SORORITY, INCORPORATED

was founded January 16, 1920, at Howard University in Washington, D.C. As an organization established by undergraduates, we value our partnership with our campus professional colleagues and are honored that the work of our premier service organization continues at the finest institutions across the country. Since its inception, Zeta has continued its steady climb into the international spotlight with programs to improve the human condition.



Always trendsetting and innovative, the organization has chronicled a number of firsts. It was the first National Pan-Hellenic Council organization to centralize its operations in a national headquarters, first to charter a chapter in Africa and Abu Dhabi, first to form auxiliary groups, and first to be constitutionally bound to a fraternity, Phi Beta Sigma Fraternity, Inc. The sorority takes pride in its continued participation in transforming communities through volunteer services from members and its auxiliaries. Zeta Phi Beta has chartered hundreds of chapters worldwide and has a membership of 125,000+.

Zeta's programs include the endowment of its National Educational Foundation, community outreach services and support of multiple affiliate and partner organizations. Zeta chapters and auxiliaries have given un-totaled hours of voluntary service to educate the public, assist youth, provide scholarships, support organized charities, and promote legislation for social and civic change. As the sorority advances through its second century of service, it retains its original zest for excellence. Zeta's members espouse the highest academic ideals, resulting in its members serving in groundbreaking roles in all fields of endeavor. Zeta Phi Beta Sorority, Inc. is poised for perpetual service to mankind.



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MANAGING RISK - OUR POLICIES, PERSONNEL AND PROCESSES

Zeta Phi Beta Sorority's operations are governed by several authorities to ensure mitigation of risk, including:

- All applicable laws
- College/University Policies
- Member Code of Conduct
- Expulsion Policy
- Policy Against Pledging and Hazing
- Risk Management Policy
- Membership Intake Process Guidelines
- Social Media Policy
- Complaint and Discipline Policy
- Visual Identity/Style Guide
- UG Advisor Manual
- Protocol Manual

Sorority leadership partners with college/university personnel and law enforcement to ensure compliance. There are several officers and appointees in place to protect undergraduate operations, including:

- Board of Directors
- Audit/Risk Committee
- Disciplinary Committee
- Investigation Team
- Conflict Resolution Team
- Finer Women Don't Haze Team
- National Director of UG Advisors
- State UG Coordinators
- Regional UG Coordinators
- Regional and State Directors
- Office of Sorority Life & Culture
- Office of Training & Development

Zeta's processes include year-round anti-pledging and anti-hazing initiatives, mandatory certifications for those working with undergraduate members and attendance at key conferences, including AFA, AFLV.



**Scan to watch the Sept./2025
Campus Professionals Webinar**



**Scan to read our
Anti-hazing Publication**

ZETA'S RISK MANAGEMENT APPROACH: PARTIES, SEXUAL ASSAULT, TITLE 9 & ALCOHOL

These issues are addressed as part of Zeta's Risk Management Certification. During the comprehensive certification session, the presenters cover event/party management, including emphasis of Zeta's position that no alcohol is to be provided at undergraduate events. In addition, Zeta uses the resources provided by its insurance broker to promote Sexual Assault Awareness and in addition to the resources provided by the college/university, the Sorority's initiatives include Mental Health awareness and Domestic Violence awareness and prevention.

COMMITTEMENT TO DIVERSITY

Zeta Phi Beta Sorority, Incorporated was founded in 1920 by five women who were students at Howard University. The Founders sought to create a sorority that was more than a social club and established an organization that embraces Scholarship, provides meaningful Service, sets a standard for Sisterhood, and strives to exemplify Finer Womanhood.

Zeta is a community conscious, action-oriented organization committed to uplifting the community through membership comprised of college educated women. In furtherance of the goals set forth by the Founders, Zeta Phi Beta Sorority, Incorporated respects and values all people regardless of race, age, gender, gender expression, ability, disability, creed, religion, sexual orientation, or walk of life. Membership in Zeta Phi Beta Sorority, Incorporated is limited to women.

For membership selection purposes and to hold membership, an individual must be a woman and must meet other requirements, such as a minimum grade point average for matriculating college students and recent graduates. A woman is inclusive of any person who continually and consistently lives and self-identifies as a woman. No prospective member will be excluded from consideration for membership based on race, age, color, religion, national origin, sexual orientation, disability, familial status, or marital status. Zeta Phi Beta Sorority, Incorporated will comply with all applicable laws and the intake of prospective members will follow guidelines set forth in its Membership Intake Policy.

PLEDGING & HAZING – ZERO TOLERANCE

Zeta's zero tolerance for pledging and hazing is demonstrated by suspensions, expulsions, financial penalties, bars from membership and charter revocations. These disciplinary actions are available for review under the "Policies" tab of the Sorority website. www.zphib1920.org. Violations of Zeta's intake process are reportable 24/7 via phone and email, including a new external hotline.

Hazing is also addressed as part of the Sorority's Risk Management Certification. In addition, the Sorority has a separate anti-pledging and anti-hazing initiative entitled "Finer Women Don't Haze" (FWDH), and there is a FWDH Director and team at the International and Regional levels. The issue is comprehensively addressed throughout the entire intake process including an educational session dedicated to anti-hazing. The Sorority's recent enhanced efforts include partnering with experts and other organizations for cutting edge townhalls and forums.

Zeta is proud to announce its continued sponsorship of the Hazing Prevention Network, a national nonprofit dedicated to empowering people to prevent hazing by educating people about the dangers of hazing, advocating for change, and engaging the community in strategies to prevent hazing. Zeta has also partnered with the Harbor Institute, a premier educational consulting firm committed to partnering with institutions to support risk management. Through this partnership, Zeta has launched an official anti-hazing curriculum and certification that is separate from the Risk Management Certification and covers the hidden harms of hazing and hazing laws.

ACADEMIC ACCOUNTABILITY

All UG members must maintain a cumulative GPA of 2.75 on a 4.0 scale. Pursuant to Zeta's Academic Probation Policy, members that do not maintain the required GPA are subject to certain prohibitions and limitations, and most importantly, the sponsoring graduate chapter must follow a detailed plan designed to improve the member's academic performance and provide support during the probation period.



RECRUITMENT AND RETENTION

Although membership in Zeta Phi Beta Sorority, Inc. is by invitation only, we encourage interested women with a track record of community service and currently pursuing a baccalaureate degree or in possession of a baccalaureate degree to contact a chapter in her local area for more information. The required way to show formal interest in membership is attendance at the Informational Interest Meeting hosted by Zeta Phi Beta Sorority, Inc. on the campus or in the community.

Zeta Phi Beta Sorority, Incorporated is the only NPHC Sorority partner of Phired Up, and actively works with this organization to increase UG membership. In addition, recruitment training is now a key component of the membership function, and standardized recruitment and retention materials are available for use by all chapters.

For Undergraduate intake, an UG certified advisor or member of the Undergraduate Advisory Committee of the sponsoring graduate chapter must be present for each intake event, including the Informational Interest meeting. The advisor and committee members provide guidance but do not select the candidates for membership.

One of the responsibilities of the sponsoring graduate chapter is to teach the undergraduate chapters how to market Zeta. This responsibility is shared with the International First Vice President, who is responsible for all Zeta membership types. Zeta is primarily marketed via Zeta programming that is aligned with our national initiatives and strategies. We promote active involvement with other campus organizations, and intentional, positive interaction with students.

To ensure the continued expansion of the candidate pool, Zeta continues to research and employ innovative strategies, including the expansion of special intake tracks and the groundbreaking on-line students intake pilot program.



LEADERSHIP DEVELOPMENT

The members of Zeta Phi Beta Sorority, Inc. realize that the induction of new members and oversight of our undergraduates is a privilege, not a right. In recognition of these responsibilities, in addition to recruitment and retention training, the Sorority has the following robust training and certification programs:

- 1. Zeta Organizational Leadership (ZOL) Certification and Training:**
ZOL certification is required for those seeking leadership at the National, Regional, State and Chapter levels. In addition, the ZOL program includes tracks specifically for UG members.
- 2. Membership Intake Process (MIP) Certification:**
MIP Certification is required for all financial members.
- 3. MIP 2.0/Implementer Certification:**
This supplemental certification is required annually for certain membership categories, including UG Chapter Presidents and MIP Chairs.
- 4. Risk Management Certification:**
All members working with Undergraduates must be certified in Risk Management. This certification is strongly encouraged for each Sorority member, followed by recertification every 3 years. New and reclaimed members are encouraged to certify within one year of their induction into/return to the Sorority.
- 5. Sustainability Training:**
New, reactivated and reinstated chapters are required to take a series of classes to ensure successful chapter operations and sustainability.
- 6. Anti-Hazing Certification:**
Separate from Risk Management, this curriculum was designed in collaboration with the Harbor Institute and examines the origin of and solutions to hazing.

ADVISOR TRAINING

Every undergraduate advisor and advisory committee member must successfully complete Zeta Phi Beta Sorority's Undergraduate Advisor Certification program. In addition, each advisor and committee member successfully complete the Sorority's Membership Intake Process (MIP), MIP 2.0/Implementers and Risk Management Certifications. Key topics include communication, conflict resolution, and partnering with college/university personnel.

UNDERGRADUATE SUPPORT

Each Zeta Region, State and sponsoring graduate chapter must have a line item in its respective budgets to assist with UG expenses, including the cost of conferences. We also expect our undergraduate members to seek out funds offered by their institution to attend conferences.

NPHC ENGAGEMENT

NPHC is currently engaged in the Fraternity and Sorority Community. All nine organizations have representation at the annual meeting of the AFA which allows for open dialogue with members from other councils. Additionally, the NPHC President has served on the AFA board. The NPHC president over the years has participated in NPC and NIC organizations leadership training, worked with their undergrads on cultural sensitivity by facilitating workshops as well as spoken at not only NPC national conferences, but some of the member organizations' national conferences. The NPHC president currently serves on the NASPA Fraternity/Sorority Knowledge Community on the leadership team. Equally important, members from all of the organizations have been a part of the Assessment Coalition.

The Council of Presidents regularly work together on issues of mutual concern. The COP collectively support the United Negro College Fund Text to Give campaign, St. Jude, NAACP voter registration drives and other initiatives, the NPHC and NOBLE partnership addressing interacting with the Police, the NPHC national week of service, and the sororities worked together to remove the reality show, "Sorority Sisters", just to name a few.

Zeta Phi Beta Sorority, Inc. and the other NPHC members work cooperatively on a regular basis, including the recent Voter Registration, Census and Voter engagement initiatives. Zeta teaches the importance of NPHC and unity during Intake to new members and encourages members to take the lead in building community on campuses. We request that our campus partners highlight such leadership and inform us when our members can take a more active role.

EXPANSION

Zeta's growth and sustainability plan has four areas of focus: 1) Recruitment; 2) Retention; 3) Reclamation and 4) New Chapters. Each area is led by the International First Vice President and supporting International Director and committee members. Every new and reactivated chapter is required to participate in a year- long sustainability training program comprised of sessions designed to ensure growth and sustainability. Completion of a rigorous process is required for members and chapters returning to active membership after discipline.



NPHC PARTICIPATION

The stated purpose of the organization in 1930 was “Unanimity of thought and action as far as possible in the conduct of Greek-lettered collegiate fraternities and sororities and to consider problems of mutual interest to its member organizations.” The mission has been expanded to detail clear objectives.

<https://nphchq.com/millennium1/about/>

Zeta Phi Beta Sorority, Inc. believes that the original mission and the articulated purpose are indeed relevant. Each organizational president is an active member of the NPHC Council of Presidents (COP). The COP convenes on a regular basis to address issues of mutual concern and works directly with NPHC leadership to ensure that the objectives are achieved.

Mission & Objectives

The purpose of the NPHC shall be to foster cooperative actions of its members in dealing with matters of mutual concern. To this end, the NPHC promotes the well-being of its affiliate fraternities and sororities, facilitates the establishment and development of local councils of the NPHC and provides leadership training for its constituents.

In the furtherance of the Mission Statement, NPHC recognizes the following objectives:

1. Assist in establishing and facilitating local councils on campuses and within communities wherein chapters of these fraternities and sororities are located.
2. Serve as the communication link between/among these constituent fraternity and sororities, especially in matters such as scheduling workshops and national meetings.
3. Conduct periodic workshops or training sessions with the officers of the local councils to ensure a clear understanding of common operations procedures.
4. Conduct a NPHC National Convention/Undergraduate Leadership Conference of the active membership, officers and delegates of the National Pan-Hellenic Council and the constituent local councils.
5. Work cooperatively with and contributes to other community groups. These include agencies such as the National Black Leadership Roundtable, National Coalition of Black Voter Participation, NAACP,

Urban League, National Council of Negro Women, United Negro College Fund, National Interfraternity Conference, National Panhellenic Conference, Association of Fraternity Advisors, Fraternity Executives Association, and Congressional Black Caucus, among others.

6. Provide unity and economic empowerment through and by the member organizations.
7. Perform such other coordinating functions as set forth within the Constitution and Bylaws of the National Pan-Hellenic Council or as determined by the Executive Board of the NPHC, Inc.

WHY THE TRADITION MUST CONTINUE

- Each of the nine (9) NPHC organizations evolved during a period when African Americans were being denied essential rights and privileges afforded others. Racial isolation on predominantly white campuses and social barriers of class on all campuses created a need for African Americans to align themselves with other individuals sharing common goals and ideals.
- With the realization of such a need, the African American (Black) Greek-lettered organization movement took on the personae of a haven and outlet, which could foster brotherhood and sisterhood in the pursuit to bring about social change through the development of social programs that would create positive change for Blacks and the country. Today the need remains the same.
- The primary purpose and focus of NPHC member organizations remains community awareness and action through educational, economic, and cultural service activities.
- Greek membership goes beyond your collegiate experience.
- “This is a Lifetime Commitment!” The individual member is expected to align with a graduate/alumni chapter, following graduation from college, with the expectation that he/she will attend regular chapter meetings, regional conferences, and national conventions, and take an active part in matters concerning and affecting the community in which he or she lives.
- NPHC promotes interaction through forums, meetings, and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.

NOTES:

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