

KAPPA ALPHA

Accreditation Report

2014-2015

Intellectual Development

- Kappa Alpha was ranked 15th out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 2.81244, a decrease of .19526 from the spring 2014 semester. The 2.81244 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha was ranked 12th out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.00964, an increase of .1972 from the fall 2014 semester. The 3.00964 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha's spring 2015 new member class GPA was 2.635 ranking 14th out of 17 Interfraternity Council Chapters.
- Kappa Alpha had 11.4% of the chapter on the Dean's List in the fall 2014 semester and 16.1% on the Dean's List in the spring 2015 semester.
- The chapter's top-ranking leaders met with the Inter/National Headquarters President John H.F. Enteman to discuss recent lapses in academic performance, brainstorm solutions to improve, and develop academic plan for action. The Committee is encouraged by these efforts but remains concerned by the lack of urgency across the general membership to improve academic performance.
- Kappa Alpha pairs any member falling below a 2.70 GPA with another member sharing the same major. The Committee recommends that the chapter work with the Center for Academic Success to further formalize this process and ensure that those serving in mentoring capacities are trained and prepared to do so. This is a repeat recommendation from past years.
- The chapter developed the "Kappa Alpha Course Catalog" listing all members' previous and current course schedules. Members use this tool to seek assistance from others regarding specific coursework; inquire about course scheduling; and buy or sell textbooks.
- The Committee recommends that the chapter explore opportunities to further incorporate its foundation as a literary society, and the Committee recommends that the chapter become involved in the summer reading program.
- Kappa Alpha hosts an "A" Dinner for those members receiving an A or higher on an exam, paper, or project during the first round of 4 o'clock exams. The Committee commends the chapter for recognizing academic achievement and also for offering other academic incentives, including cash rewards and house incentives.
- The Committee applauds Jacob Mazza and Juan Palacio Moreno for each receiving \$1,000 scholarships from the John Hart Hunter Educational Foundation, Inc.
- Kappa Alpha hosted a 5x10 program based upon the television show "What Would You Do?" and led a discussion with first-year students on underage drinking and bystander behavior.
- Kappa Alpha alumni David Levenson attended a chapter dinner and shared his thoughts on professional networking. The Committee encourages the chapter to explore additional opportunities to incorporate career development.

- Kappa Alpha maintains a strong relationship with its faculty advisor Chad Davis. He also served as the chapter's Accreditation liaison.
- The Committee notes that the chapter's scholarship plan is rudimentary at best. Furthermore, the Committee believes the chapter struggles to articulate Intellectual Development and how best to conceptualize this within the fraternity experience. The Committee recommends that the chapter work with its Assistant Director of the Office of Fraternity and Sorority Affairs, faculty advisor, or other resources to further explore opportunities to improve within this area.

Chapter Development Question for 2015-16:

- **How can Kappa Alpha create and install an academic development plan that all chapter members will buy into and support?**

In the area of **Intellectual Development**, the Committee rated Kappa Alpha to be a **Poor Chapter**.

Leadership Development

- Chapter members are involved in various clubs and organizations, including Greek Emerging Leaders, Outdoor Adventure PreLUision Program, Orientation, Global Citizenship Program, Lehigh Chabad, and club sports. The Committee commends the chapter for utilizing its involvement to meet men and introduce them to the organization during recruitment efforts.
- Chapter members attended the Inter/National headquarters-sponsored conference Concillium. Attendees discussed Society business with other collegians, Top 5 members, alumni, and the Kappa Alpha Society Executive Board.
- Kappa Alpha continued its "Top 5 for Dummies" program to provide current leadership with a transition document detailing experiences, expectations, and recommendations for each position. The Committee considers this a best practice and recommends that the chapter leadership continuously update this document so that it remains relevant.
- Kappa Alpha utilizes a Senior Council, comprised of past Top 5 members, as a resource tool providing guidance and advice to new leadership and younger members of the organization. The group also functions in a mentoring capacity and represents the needs of senior-most members.
- Kappa Alpha incorporated a reflection supplement to further strengthen the "Every Brother A True Kap" membership development program and create a sustainable pipeline for leadership development. As a result, members are routinely required to reflect upon a series of questions during chapter meetings.
- While the Committee believes the chapter's supplemental plans are well thought out; the Committee recommends that the chapter work with the Office of Fraternity and Sorority Affairs, the Office of Student Leadership Development, and Kappa Alpha Inter/National Headquarters to streamline these multiple efforts for seamless implementation.
- Kappa Alpha intends to utilize its connections with the Office of Student Leadership Development to identify areas to incorporate bLUeprint. The Committee encourages the chapter to follow through on this goal and explore other opportunities for bLUeprint implementation as well.

- The chapter has a comprehensive new member education plan, complete with connections to its founding as a literary society. New members write poems describing their big brothers. The Committee commends the chapter for recognizing its roots and building in opportunities to highlight the chapter's founding history.
- Kappa Alpha's new member class elected a president to represent the group throughout the new member education process. The Committee commends the chapter for providing initial leadership opportunities for new members.

Chapter Development Question for 2015-16:

- **What opportunities exist for the chapter to take advantage of leadership resources available on campus?**

In the area of **Leadership Development**, the Committee rated Kappa Alpha to be a **Bronze Chapter**.

Community Development

- The chapter continues to display leadership in stewarding other Kappa Alpha chapters and members have participated in initiation ceremonies at other colleges and universities. The Committee commends the chapter for its continued involvement with other Kappa Alpha chapters and considers this a best practice. The Committee would also like the chapter to reflect upon its role as the largest chapter across the Inter/National organization.
- Kappa Alpha maintains strong relationships with the Kappa Alpha VL Alumni Association and the chapter's Top 5 meet with alumni board members once per semester to discuss fraternity business, planning, and updates.
- The chapter engages its alumni through a newsletter highlighting chapter events, accomplishments, and programs. The chapter also hosts an alumni reception during the Lehigh Lafayette matchup.
- The chapter continues to utilize a survey to gauge members' interests in service and determine philanthropic causes to pursue. The Committee commends the chapter for utilizing assessment to develop service projects that align with members' interest and considers this a best practice.
- Kappa Alpha's survey results indicated strong support for local community outreach, particularly with youth. As a result, Kappa Alpha partnered with Alpha Phi to host a 3v3 basketball tournament and proceeds benefitted the Boys and Girls Club. Both groups also served Thanksgiving dinner to 100 attendees at the Boys and Girls Club.
- The chapter with Pi Beta Phi for Pi Day where proceeds benefitted children's literacy. The Committee commends the chapter for identifying service and philanthropic opportunities that tie to the organization's roots as a literary society.
- Kappa Alpha partnered with Lambda Theta Alpha and Pi Beta Phi to cosponsor The Black Latina Movement. The Committee commends the chapter for partnering with others to bring an educational play to campus, and also recommends that the chapter reflect upon the impact of meaningful partnerships and collaborative efforts.
- Kappa Alpha supported a number of service and philanthropic endeavors including Relay for Life, Feed the Food Bank, Homework Club Dinners, Adopt-a-Family, Dance Marathon, and Central City Project. The chapter has also continued to support a local Luminaria Night by hauling sand to prepare for the event.

- Kappa Alpha new members volunteered with PennDOT's Adopt-a-Highway cleanup to keep the chapter's section of Pennsylvania Route 378 free of trash and debris.
- Kappa Alpha faced conduct charges following an incident in spring 2014 and fulfilled all sanctions in fall 2014. The Committee commends the chapter for invoking Medical Amnesty as well as for reflecting upon this experience at an Interfraternity Council meeting per sanction requirements.

Chapter Development Question for 2015-16:

- **How can Kappa Alpha work with campus and community partners to solidify their recently created community engagement opportunities?**

In the area of **Community Development**, the Committee rated Kappa Alpha to be a **Silver Chapter**.

Organizational Development

- Kappa Alpha implements an effective transition process to maintain leadership consistency and components include a review of leadership documents, shadowing, and a formal transition meeting.
- Kappa Alpha's Top 5 are supported by many assistant positions and delegation of responsibility is spread evening amongst chapter leadership. The chapter also utilizes a leadership flow chart to illustrate the top-down method of organization as well as the level of responsibility falling to each position. The Committee recommends that the chapter incorporate a committee system to further enhance productivity where applicable.
- Kappa Alpha members possess a strong understanding of ritual and share this with other Kappa Alpha chapters as well by supporting initiation ceremonies at Cornell University, Hobard College and the University of Pennsylvania.
- The chapter utilizes Google Calendar to post chapter, campus, and community events.
- Kappa Alpha employs Greek Capital Management to manage finances and has accounted for \$35,000 in outstanding debt from the previous year. The Committee commends the chapter for continuing to navigate a difficult financial situation while also practicing fiscal transparency.
- Kappa Alpha hosted a family tree volleyball tournament consisting of big/little team combinations in the fall semester.
- The chapter reengineered its house points system to further encourage participation while also allowing for balance and objectivity.
- Kappa Alpha members are interested in bystander behavior and intervention strategies. The Committee recommends that the chapter further explore these concepts to further strengthen risk management practices.
- The Committee notes that the chapter has a number of developmental plans or initiatives. The Committee recommends that the chapter explore the bLUeprint learning cycle in order to further ground these offerings while also strategically targeting specific pockets of membership at opportune times.

Chapter Development Question for 2015-16:

- **How can Kappa Alpha explore the bLUeprint learning cycle to strengthen chapter plans and initiatives?**

In the area of **Organizational Development**, the Committee rated Kappa Alpha to be a **Bronze Chapter**.

Facilities Management

- Kappa Alpha's common damages for 2014-15 was \$958.98. The majority of these damages was for missing furniture. The chapter needs to better improve their management of spare chapter furniture.
- The chapter boasted strong numbers with regards to 90% Occupancy and met the standard in the fall and spring semesters.
- Kappa Alpha passed life safety inspections and fire drills with zero violations.
- Kappa Alpha managed openings and closings with no issues.
- Kappa Alpha focuses on increased accountability with regards to facilities management, especially kitchen upkeep. The Committee commends the chapter for this effort and recommends that the chapter remember its organization history as a motivator in maintaining good facilities management.
- The chapter has incorporated waives and bi-weekly cleans to emphasize a shared responsibility for the upkeep of the facility. Immediate house cleans, punitive infractions, and fines are implemented when members fail to uphold their responsibilities.
- Kappa Alpha's house manager conducted weekly room inspections to ensure that no lease violations or provisions were broken. The Committee considers this a best practice.
- Kappa Alpha hosted Jacky Appreciate Day to thank the ABM housekeeper assigned to the facility. The group took over the housekeeper's responsibilities for the day allowing her to relax. The Committee commends the chapter for this appreciative effort.
- Kappa Alpha maintains quiet hours in its new study space, complete with white boards, reading/laptop chairs, ergonomic chairs, and a conference-style table. Members are encouraged to utilize the space for group study, committee meetings, or other events.
- Kappa Alpha purchased new furniture for the common room, dining room, and library with Programming and Education funds.
- The Committee commends the chapter for sharing responsibility and caring for the house dog Kaptain.

Chapter Development Question for 2015-16:

- **How can Kappa Alpha sustain the increased chapter accountability towards facilities management?**

In the area of **Facilities Management**, the Committee rated Kappa Alpha to be a **Silver Chapter**.

Overall Rating

Overall, Kappa Alpha has been rated a Bronze chapter by the 2014-2015 Accreditation Committee.

Kappa Alpha has created promising and lasting practices, though utilization of their Inter/National Headquarters and their faculty advisor. Additionally, the chapter has taken great steps to improve overall facilities management and accountability. Kappa Alpha needs to continue to move forward with more comprehensive initiatives in terms of academic support and overall member development. If the chapter is able to do so, they will find lasting success.

The Accreditation committee assigns Kappa Alpha an overall rating of Bronze, which is considered a solid level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

- How can Kappa Alpha create and install an academic development plan that all chapter members will buy into and support?
- What opportunities exist for the chapter to take advantage of leadership resources available on campus?
- How can Kappa Alpha work with campus and community partners to solidify their recently created community engagement opportunities?
- How can Kappa Alpha explore the bLUeprint learning cycle to strengthen chapter plans and initiatives?
- How can Kappa Alpha sustain the increased chapter accountability towards facilities management?

Best Practices

- Kappa Alpha continued its “Top 5 for Dummies” program to provide current leadership with a transition document detailing experiences, expectations, and recommendations for each position. The Committee considers this a best practice and recommends that the chapter leadership continuously update this document so that it remains relevant.
- The chapter continues to display leadership in stewarding other Kappa Alpha chapters and members have participated in initiation ceremonies at other colleges and universities. The Committee commends the chapter for its continued involvement with other Kappa Alpha chapters and considers this a best practice. The Committee would also like the chapter to reflect upon its role as the largest chapter across the Inter/National organization.
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