

KAPPA ALPHA PSI

Accreditation Report

2014-2015

Intellectual Development

- Kappa Alpha Psi was ranked third out of three Multicultural Greek Council fraternity chapters in the fall 2014 semester with a GPA of 2.394, a decrease of .29 from the spring 2014 semester. The 2.394 GPA placed the chapter below the All Fraternity, All Men, All Greek and All Undergraduate average.
- Kappa Alpha Psi was ranked second out of three Multicultural Greek Council fraternity chapters in the spring 2015 semester with a GPA of 2.55833, an increase of .16433 from the fall 2014 semester. The 2.55833 GPA placed the chapter below the All Fraternity, All Men, All Greek and All Undergraduate average.
- Kappa Alpha Psi hosted weekly study sessions for members and other potential members from the Lehigh and Moravian campus communities to promote academic success.
- Kappa Alpha Psi utilized campus resources, specifically the Center for Academic Success and its tutoring services, to strengthen academic performance. The Committee commends that chapter for identifying, utilizing, and promoting these resources.
- Kappa Alpha Psi's undergraduate member attended the LGBT History Month program TRANSLating Identities with activists Ryan Sallans and Janet Monet. The Committee commends the undergraduate member for his reflection on intersecting identities and his ability to make connections to organizational values of equality and understanding.
- Kappa Alpha Psi's undergraduate member attended author Michelle Alexander's lecture on her book The New Jim Crow. The Committee commends the undergraduate member for exploring issues of power, privilege, and race surrounding the prison industrial complex.
- Kappa Alpha Psi's undergraduate member organized Ye or Nay, a debate program exploring pop culture and requiring participants to think critically. The idea for the program was born out of the Great Debate from Presidents Academy.
- Kappa Alpha Psi's undergraduate member participated in Safe Zone Training to better acquaint himself with concepts of LGBT awareness and allyship.

Chapter Development Question for 2015-16:

- **How can the chapter utilize the bLUeprint learning cycle to reflect upon the membership development experience?**

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

Leadership Development

- Kappa Alpha Psi encourages all members to seek outside leadership development opportunities and cultivate leadership skills. This is evident from the membership's

heavy involvement across the campus community. The Committee commends the chapter for its commitment and encourages the chapter to continue to seek out these opportunities.

- The chapter's undergraduate member maximizes his experiences and involvement across campus to reflect positively upon and increase the organization's visibility. The Committee believes there is further opportunity here to attract additional interests to the organization.
- Kappa Alpha Psi's chapter president is a graduate of Lehigh's inaugural Leadershape cohort and this experience was instrumental in shaping his leadership style and effort to cultivate leadership in others over the course of the academic year. The Committee believes this is a wonderful mechanism to dive deeply into inclusive leadership.
- The chapter president attended a number of leadership conferences and workshops, including the Northeast Greek Leadership Conference and Presidents Academy. The Committee commends the chapter president for sharing ideas and resources gathered at these experiences with fellow organizations from the fraternity and sorority community.
- Kappa Alpha Psi's undergraduate member has played an integral role in the launch of Greek Allies and serves on the executive board.
- Kappa Alpha Psi's undergraduate member served as a panelist for the Greek Emerging Leaders program.
- Kappa Alpha Psi's undergraduate member served on the leadership team of the Multicultural Greek Council and played an instrumental role in shaping the Council's initiatives and future direction. The Committee commends his time and effort devoted to moving the Council forward and serving as a role model in motivating others to do the same.
- Kappa Alpha Psi's chapter president participated in a number of province and inter/national headquarters-sponsored programs and initiatives including Kappa Academy in Hartford, Connecticut, and the C. Roger Wilson Leadership Conference in East Elmhurst, New Jersey.
- Kappa Alpha Psi naturally aligns itself with other culturally-based organizations, including the Council of Cultural Organizations and the Men of Color Alliance, to build partnerships, enhance community, and engage in meaningful dialogue. The Committee commends the chapter for these partnerships and members' leadership roles across these organizations.

Chapter Development Question for 2015-16:

- **How can the chapter utilize the bLUeprint learning cycle to reflect upon leadership development while avoiding burnout?**

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

Community Development

- Kappa Alpha Psi's undergraduate member maintained a visible presence across campus by way of partnerships with other organizations, especially those involving inclusiveness and community.

- Kappa Alpha Psi hosted the All Black Affair Fashion Show in cosponsorship with the Black Student Union followed by the All White Party in cosponsorship with Sigma Phi Epsilon.
- Kappa Alpha Psi partnered with Lambda Sigma Upsilon and Mu Sigma Upsilon to sponsor a craft during the Community Service Office's annual Spooktacular event. The Committee commends the chapter for pooling together resources to serve the local community.
- Kappa Alpha Psi partnered with the Men of Color Alliance to host the Black Men's Forum. The Committee commends the chapter for its efforts to provide men of color an opportunity to dialogue about their experiences on campus.
- Kappa Alpha Psi meets requirements set forth by the inter/national organization's Guide Right Program through longstanding participation with STRIVE, Inc.
- The Committee commends Kappa Alpha Psi for cultivating in members' the aptitude to mentor and coach at-risk youth. This is evidenced by the undergraduate member's involvement with STRIVE, Inc., Say Yes Youth Academy, the Hispanic Center's Manhood Workshop, and the Community Service Office's homework club program.
- Kappa Alpha Psi hosts an annual members' retreat to foster fellowship and network with one another. The chapter also boasts strong relationships with its chapter advisor and the Norristown graduate chapter.
- Kappa Alpha Psi has enjoyed a newfound presence within the Greek Alumni Council. An alumnus serves on the Council's executive board and alumnae and undergraduate members were present at both the fall and spring meetings. The Committee commends the chapter for its participation.
- Kappa Alpha Psi was found responsible for all charges following an investigation and hearing concerning hazing activities from spring 2014. The chapter was placed on disciplinary deferred dissolution through December 2015 and disciplinary probation through May 2016. The Committee is concerned by the chapter's lack of understanding and inability to recognize the full impact of hazing-related behaviors.

Chapter Development Question for 2015-16:

- **What additional opportunities exist to enhance members' capacities for mentorship?**

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

Organizational Development

- Kappa Alpha Psi has made significant strides in understanding the importance of organizational development, specifically advanced planning, task delegation, and effective execution. This is evidenced by a number of successful chapter events and initiatives, despite membership consisting of one undergraduate member.
- The Committee is impressed by the chapter president's initiative in scheduling a video conference planning meeting over the summer with his OFSA Assistant Director. The Committee considers video conferencing while away from campus a best practice.

- Kappa Alpha Psi hosted Kappa Week in fall 2014 and programming included Kappa Kares, Kappa Konversations, and Women's Appreciation. A noticeably sharp contrast to previous years, the Committee commends the chapter for the week's successes and considers the utilization of sponsorship request materials, developed event concepts, and event itineraries best practice efforts.
- Kappa Alpha Psi hosted Shimmy Like a Kappa, a stroll competition and fundraiser. The event was complemented by tutorials on the history and importance of stepping and strolling to culturally-based organizations. The Committee commends the chapter for incorporating this educational component.
- The chapter utilizes a number of digital platforms to communicate across membership, retain organizational documents, and share information with alumni and others across the larger community.
- Kappa Alpha Psi is not permitted to conduct intake per an inter/national headquarters' moratorium; however, the Committee urges the chapter to plan accordingly in order to move forward smoothly once the moratorium is lifted. The Committee is also concerned by the chapter's recent intake practices and missteps and considers this an area of development for the chapter.
- The Committee encourages the undergraduate member to consider his legacy and what additional actions steps he can execute now to enact change and ensure future organizational successes.
- The Committee cautions that balance should remain a continued priority to ensure membership burnout does not become an issue.

Chapter Development Question for 2015-16:

- **How best can Kappa Alpha Psi increase transparency regarding pre-intake and intake activities?**

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

Overall Rating

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

In many ways, Kappa Alpha Psi is at a crossroads as an organization at Lehigh. The chapter continues to be seen as a presence at Lehigh, and potentially at Moravian. However, the chapter was less than careful in thinking through how the onboarding of men into the organization should occur, and this has left the chapter in a precarious position. The organization has the opportunity to move forward in a positive direction that should ensure lasting success. For that to happen, the leadership of the chapter must learn to accept feedback and criticism that is designed to improve Kappa Alpha Psi. If this occurs, Kappa Alpha Psi could become even more impactful. The Committee hopes that the lessons learned in 2014-15 are lasting.

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

Chapter Development Questions

- How can the chapter utilize the bLUeprint learning cycle to reflect upon the membership development experience?
- How can the chapter utilize the bLUeprint learning cycle to reflect upon leadership development while avoiding burnout?
- What additional opportunities exist to enhance members' capacities for mentorship?
- How best can Kappa Alpha Psi increase transparency regarding pre-intake and intake activities?

Best Practices

- The Committee is impressed by the chapter president's initiative in scheduling a video conference planning meeting over the summer with his OFSA Assistant Director. The Committee considers video conferencing while away from campus a best practice.
- Kappa Alpha Psi hosted Kappa Week in fall 2014 and programming included Kappa Kares, Kappa Konversations, and Women's Appreciation. A noticeably sharp contrast to previous years, the Committee commends the chapter for the week's successes and considers the utilization of sponsorship request materials, developed event concepts, and event itineraries best practice efforts.