

## KAPPA ALPHA THETA

### Accreditation Report

2014-2015

#### Intellectual Development

- Kappa Alpha Theta was ranked ninth out of nine Panhellenic Sororities in the fall 2014 semester with a GPA of 3.18827, a decrease of .04848 from the spring 2014 semester. The 3.18827 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta was ranked seventh out of nine Panhellenic Sororities in the spring 2015 semester with a GPA of 3.26414, an increase of .07587 from the fall 2014 semester. The 3.26414 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta's fall 2014 new member class GPA was 2.59, ranking fourth out of four Panhellenic Sororities. The new member class GPA was 3.337 for spring 2015, ranking third out of nine Panhellenic Sororities.
- Kappa Alpha Theta had 31.6% of the chapter on the Dean's List in the fall 2014 semester and 33.3% on the Dean's List in the spring 2015 semester.
- Kappa Alpha Theta intends to earn an overall GPA above the All Sorority average as well as increase the chapter's minimum GPA to join. To meet these goals, the chapter implemented a new academic probation policy after consulting with other chapters that excel in this area. The new policy is based upon a positive points system and rewards members for effort and achievement. The chapter will evaluate the new policy this summer and make adjustments as needed. The Committee commends the chapter for its efforts and looks forward to growth in this area.
- The chapter's scholarship director presents a number of educational modules. Recent modules have emphasized time management, note taking, study skills, and resume building.
- Kappa Alpha Theta connects members to campus resources including those offered from the Center for Academic Success and the Writing and Math Center.
- Kappa Alpha Theta recognizes members' academic achievements on a weekly basis by awarding \$5 gift cards to the University bookstore.
- The Committee commends Kappa Alpha Theta for its efforts to help develop a memorial scholarship to remember a deceased sister.
- The chapter hosts a scholarship dinner each semester with Phi Sigma Kappa. The dinners featured guest speakers Professors Haller and Savino in the fall and spring semesters respectively. Dean's List recipients and others are recognized for their high academic achievement.
- Kappa Alpha Theta partners each new member with a Kite Sister to ensure that new members are supported academically. Kite Sisters share similar majors and provide peer-to-peer tutoring and coaching. The Committee considers this a best practice.
- The chapter continues to make progress on its goal to strengthen faculty relationships and involvement. The chapter hosts faculty mocktails and maintains strong relationships with Professors Crassons and Galant as well as Kerri Kloorfain. The Committee looks forward to the chapter identifying a cultural awareness advisor.
- Kappa Alpha Theta participated in a member's honors thesis research. The Committee commends Kappa Alpha Theta for exploring Intellectual Development in new and innovated ways, and also recommends that the chapter be more deliberate

in doing so. There exists an opportunity to go beyond simple event participation by incorporating reflection, debate, and discussion to further strengthen this area.

**Chapter Development Question for 2015-16:**

- **What opportunities exist for the chapter be more deliberate in exploring Intellectual Development beyond that of event attendance and participation?**

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

**Leadership Development**

- Kappa Alpha Theta members serve in leadership capacities within the Panhellenic Council, the larger Greek community, and across campus clubs and organizations. The Committee commends the chapter on its commitment to leadership and encourages members to continually seek out these opportunities.
- The chapter utilizes an effective committee structure to ensure progress within the organization. The Executive, Member Development, Nomination, House Beautification, Bylaws, Green, and Service committees all allow for a functioning organization as well as provide leadership opportunities for many members across the organization.
- The chapter hosts Job Sales, a creative way to host officer information sessions by incorporating nachos and toppings stations. Women who are interested in learning more about each officer role begin with nachos to start. To get toppings, she will walk around to each current officer and learn more about her role and responsibilities. This is an interactive way for women to have a better understanding of the officer roles one may be nominated for during officer elections. The committee considers this a best practice.
- Kappa Alpha Theta utilizes the L.E.A.D model for officer transitions. This program stands for Lead, Empower, Aspire, and Develop and consists of ice breakers and team builders as well as strategic planning and goal setting. The Golden Kite Plan is developed during this time and planned goals include raising the chapter grade point average, strengthening cohesion across new member classes, and diversifying community service opportunities.
- Kappa Alpha Theta members have played an integral role in reorganizing Greek Allies. Several women serve on the executive board of Greek Allies and completed Safe Zone Training. The Committee commends the chapter for its heavy involvement and efforts to foster a welcoming and inclusive campus.
- The Committee is impressed by the chapter's ability to incorporate bLUeprint. The Committee believes this is an area of further development and recommends that the chapter explore additional ways to connect its membership experience to bLUeprint.
- The chapter fosters a culture of mentoring and role modeling and the Committee commends the chapter for this effort.

**Chapter Development Question for 2015-16:**

- **How are Kappa Alpha Theta members using leadership skills they have gained through their experiences to engage with and better the Lehigh community?**

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

#### **Community Development**

- Kappa Alpha Theta hosted Queso for CASA with Theta Chi and Kicks for CASA with Sigma Phi Epsilon to raise funds for the Court Appointed Special Advocates. The Committee commends the chapter for its philanthropic efforts that are shaping into signature events.
- Kappa Alpha Theta partnered with Chi Phi to sponsor a group for Frattle of the Bands to raise funds for the Boys and Girls Club of Bethlehem.
- Kappa Alpha Theta has continued to promote sorority unity and hosted brunches with Kappa Delta and Alpha Omega Epsilon.
- Kappa Alpha Theta members volunteer as troop leaders for a Girl Scouts troop at Broughal Middle School. The chapter has further strengthened this partnership by incorporating Eco Reps and educating the troop on sustainability.
- Kappa Alpha Theta members supported the Newman Center's South Bethlehem Project by serving dinners to local residents as well as maintained involvement with Jewish student life by helping to organize a Holocaust remembrance. The Committee commends the chapter for recognizing the importance of exploring one another's cultures and backgrounds.
- The chapter is working with its liaison to explore meaningful service opportunities and establish a formal partnership with a local school or agency to complete regular and ongoing service. The Committee looks forward to the development of this partnership.
- The chapter maintains a strong relationships and regular communication with its advisory board.
- The Committee commends the chapter for its outreach with parents through its mother/daughter brunch and father/daughter barbecue among other initiatives.
- The chapter utilizes its Member Development Committee as a venue to discuss ongoing and potential challenges, address conflict, and adjudicate conduct. Additionally, the Member Development Committee recognizes members' accomplishments and contributions, including Senior Spotlight, Sister of the Week, and Founders Awards. The Committee encourages the chapter to further refocus and strengthen its standards board to ensure future effectiveness.
- Kappa Alpha Theta was placed on suspension, found responsible for violations of the Code of Conduct, and placed on Disciplinary Probation through May 2015. The chapter is navigating both University and Inter/National Headquarters sanctions to learn from this experience, address missteps, and move forward. The Committee recommends that the chapter further build confidence and trust in its membership through bystander awareness and intervention training to avoid errors in judgment in the future.

#### **Chapter Development Question for 2015-16:**

- **What opportunities exist for the chapter be more deliberate in exploring partnerships with other organizations?**

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

#### **Organizational Development**

- The Committee is impressed by Kappa Alpha Theta's continued growth and progress across its five-year chapter development plan. The Committee encourages the chapter to continually reevaluate this plan to further address areas of improvement.
- Kappa Alpha Theta continues to focus on recruitment and retention initiatives and invested significant time and effort to these areas of development. The chapter took several risks across informal and formal recruitment, all of which yielded positive results, and the largest new member class in recent history. The Committee commends the chapter its efforts and newfound confidence.
- Kappa Alpha Theta issued a post-recruitment survey to new and active members to gather thoughts on the experience and further improve upon current practices. The Committee commends the chapter for its assessment and encourages the chapter to explore other opportunities to assess chapter operations.
- The chapter has worked to increase ritual proficiency and practicing ritual in daily life. Ritual modules are held to review ritual history and further make meaning of the initiation ceremony,
- Kappa Alpha Theta uses fireside chats to engage its membership in discussion and gather authentic and honest feedback from one another.
- Kappa Alpha Theta focused on its core values of love, friendship, and loyalty during its annual fall retreat. The chapter also holds a number of sisterhood events, including movie nights, roulette dinners, and workouts.
- Kappa Alpha Theta's risk management team issues emergency contact cards to each member. The cards include contact information for chapter leadership, the advisory board chairwoman, police, and emergency medical services. The Committee considers this a best practice.
- Chapter event monitors are responsible for the oversight of chapter events and each event has one monitor per 20 attendees. The chapter also utilizes a Pre-Event Checklist and Social Hour to alleviate risk management concerns. The Committee encourages the chapter to further evaluate its practices to ensure policy compliance alongside members' health and safety.
- Kappa Alpha Theta effectively manages chapter finances and promotes fiscal transparency.
- The chapter engages with its numerous constituents through social media platforms, including Twitter, Instagram, and Tumblr.
- The Committee commends that chapter for expanding upon its skit performance and incorporating it in the Accreditation process. This highlighted the chapter's collective creativity and involved the larger membership.

#### **Chapter Development Question for 2015-16:**

- **How can the chapter's five-year development plan remain relevant in moving the chapter forward?**

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

#### **Facilities Management**

- Kappa Alpha Theta's common damages for 2014-15 was \$139.93.
- Kappa Alpha Theta managed openings and closings with no issues.
- Kappa Alpha Theta passed life safety inspections and fire drills with zero violations.
- The chapter's House Beautification Committee played an integral role in recently completed facility renovations. It is evident that members appreciate and enjoy the improvements and take pride in their living environment.
- The chapter's Green Committee promotes an ecofriendly environment in the facility.
- The chapter continues to have an excellent relationship with the Office of Residential Services.

#### **Chapter Development Question for 2015-16:**

- **How can Kappa Alpha Theta expand upon their eco-friendly initiatives?**

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

#### **Overall Rating**

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

Kappa Alpha Theta faced a few challenges this year but still managed to obtain a high level of achievement. Through a creative approach to programs and initiatives alongside partnerships with other campus stakeholders, the chapter continues to excel. The Committee believes that with increased intentionality behind these programs and initiatives, Kappa Alpha Theta will be a top tier chapter at Lehigh University once again.

**The Accreditation committee assigns Kappa Alpha Theta 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**

- What opportunities exist for the chapter be more deliberate in exploring Intellectual Development beyond that of event attendance and participation?
- How are Kappa Alpha Theta members using leadership skills they have gained through their experiences to engage with and better the Lehigh community?
- What opportunities exist for the chapter be more deliberate in exploring partnerships with other organizations?
- How can the chapter's five-year development plan remain relevant in moving the chapter forward?
- How can Kappa Alpha Theta expand upon their eco-friendly initiatives?

**Best Practices**

- Kappa Alpha Theta partners each new member with a Kite Sister to ensure that new members are supported academically. Kite Sisters share similar majors and provide peer-to-peer tutoring and coaching. The Committee considers this a best practice.
- The chapter hosts Job Sales, a creative way to host officer information sessions by incorporating nachos and toppings stations. Women who are interested in learning more about each officer role begin with nachos to start. To get toppings, she will walk around to each current officer and learn more about her role and responsibilities. This is an interactive way for women to have a better understanding of the officer roles one may be nominated for during officer elections. The committee considers this a best practice.
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