

KAPPA SIGMA

Accreditation Report

2014-2015

Intellectual Development

- Kappa Sigma was ranked 10th out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 2.98414, a decrease of .1269 from the spring 2014 semester. The 2.98414 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Sigma was ranked eighth out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.101, an increase of .11686 from the fall 2014 semester. The 3.101 GPA placed the chapter above the All Fraternity average.
- Kappa Sigma's fall 2014 new member class GPA was 2.68 ranking ninth out of 11 Interfraternity Council Chapters. The new member class GPA was 2.949 for spring 2015 ranking seventh out of 17 Interfraternity Council Chapters.
- Kappa Sigma had 17.2% of the chapter on the Dean's List in the fall 2014 semester and 9.3% on the Dean's List in the spring 2015 semester.
- The Committee commends the chapter on their hard work to increase their GPA this academic year and looks forward to ongoing improvement in this area. Additionally, the Committee recommends the Chapter further develop the academic plan while also connecting members to academic resources.
- The Chapter instituted a new Academic Rewards System and awarded four \$200 scholarships to brothers who performed exceptionally well academically.
- The Chapter assigned new members to study groups based upon college and majors and each group was monitored by at least two active members. The Chapter also partnered with the Center for Academic Success to hold events specifically focusing on new members' academic success.
- Kappa Sigma held a speaker series where Beta Iota alumni imparted knowledge and networked with the undergraduate members. The Committee commends the Chapter for tapping into and learning how speakers' undergraduate experiences informed their professional careers.
- The Committee acknowledges progress in the area of Intellectual Development, yet feels there remains room for growth. Now is the time sustain recent changes and further strengthen current practices.

Chapter Development Question for 2015-16:

- **How can Kappa Sigma expand their campus partnerships to continue to challenge their members intellectually and improve their chapter GPA?**

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

Leadership Development

- Kappa Sigma continues to support leadership development across its membership and four members attended the Inter/National headquarters convention. Attendees later summarized to the larger chapter their experiences and how best to apply lessons learned in order to strengthen chapter operations.
- The Committee recommends Kappa Sigma continually review committee structures to ensure all members are engaged in goal setting and planning for the organization.
- Kappa Sigma developed breakout sessions facilitated by each member class and sessions focused on a variety of academic and social topics, including alcohol use and Lehigh culture.
- The Committee recommends that Kappa Sigma bolster its transitioning efforts in order to further strengthen ongoing progress and transfer momentum to new leadership. The chapter should take advantage of resources from the Office of Fraternity and Sorority Affairs (OFSA) and the Office of Student Leadership Development (OSLD).
- The Committee was impressed by the Chapter's new member education plan and the newly initiated brothers' abilities to articulate the four pillars of fellowship, leadership, scholarship, and service.

Chapter Development Question for 2015-16:

- **How can Kappa Sigma utilize on-campus resources such as OFSA and OSLD to improve Leadership Development for all active members?**

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

Community Development

- The Chapter hosted Kappa Slappa despite some unforeseen challenges and worked with the Community Service Office to see the event come through to fruition.
- Kappa Sigma partnered with Beta Iota alumni via the Polar Bear Plunge to raise money for the Wounded Warrior Project in Long Branch, New Jersey. This event was also in direct support to a Beta Iota alumnus currently serving overseas.
- The Committee commends the Chapter for its ongoing partnership with Feed the Children. Volunteering on a bi-weekly basis, Kappa Sigma was named top volunteer and efforts positively benefitted over 14,000 South Bethlehem families.
- The Committee is impressed with the wide range of service opportunities available to members. The Committee encourages the Chapter to invite others from the Lehigh community—Greek and Non-Greek—to share in these experiences.
- The Committee recommends that that chapter further explore concepts of service and philanthropy and how the two differentiate from one another. With such knowledge, the chapter can further determine how best to assist those in need in meaningful and effective ways.
- The Committee recommends the Chapter consult with the Community Service Office to effectively organize events with community partners while also providing meaningful reflection opportunities following service experiences.

- The Chapter has strengthened its relationship with alumni advisors alongside Inter/National Headquarters staff. This includes a yearly visit from the Kappa Sigma Executive Director Mic Wilson.

Chapter Development Question for 2015-16:

- **How can the Chapter grow their community service and philanthropy initiatives to engage other Greek and Non-Greek Lehigh students?**

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

Organizational Development

- The Committee commends the Chapter for improving its financial situation and repaying \$30,000 in debt across the academic year.
- Kappa Sigma abided by the motto “involvement leads to investment, which leads to elimination of apathy” to organize the house into twelve committees and eradicate past experiences where top-heavy leadership completed all organization work. The Committee is impressed by this structure and looks forward to all members’ continued engagement in daily operations.
- The Chapter implemented a standards board and held members accountable to fraternity expectations. Thanks in part to a newfound partnership with the Office of Student Conduct and Community Expectations, the Chapter expanded the board’s membership and members have a strong understanding of expectations.
- The Chapter is ranked first in the region for ritual proficiency. The Committee is pleased to see the Chapter understand the importance of ritual in all aspects of the organization.
- Kappa Sigma strengthened relationships with Beta Iota alumni. Recent efforts have included inviting alumni to participate in a speaker series, updating the Chapter’s Facebook page, and sending out the 12th Gate Newsletter to more than 500 recipients.

Chapter Development Question for 2015-16:

- **How can the Chapter continue to hold all active members accountable across all expectations of being a member of Kappa Sigma?**

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

Facilities Management

- Kappa Sigma’s common damages for 2014-15 was \$2095.16.
- The chapter had a consistent issue with door closers being dismantled, causing damage to the several facility doors.
- The chapter continues to have challenges with members’ smoking in the facility. This has been a problem for a number of years, and the Committee remains disappointed.

- The Committee commends the Chapter for using the standards board to hold members accountable for life safety violations; however, the Committee is concerned with how many times the Chapter has had to deal with facility-related issues. There exists an opportunity for further improvement in this area as compliance with Residential Services policies seems to not resonate with all members. This must be worked on with urgency.
- The Chapter utilized the Tile to keep track of master keys and, as a result, no keys were lost over the course of the year. The Committee again sees this as a best practice.
- The Chapter completed a waste audit, installed a dishwasher, and used reusable cups in an effort to promote environmentally-friendly and sustainable practices.
- The Chapter held a fire safety workshop with the Office of Residential Services following a life safety violation. The Committee recommends the Chapter work with the Office of Residential Services to further educate members and reduce violations.

Chapter Development Question for 2015-16:

- **How can Kappa Sigma, as an entire chapter, build their relationship with Residential Services in order to better hold members accountable for total facilities management improvement?**

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

Overall Rating

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

Kappa Sigma faced a variety of experiences this year and the Committee commends the Chapter for engaging all active members and alumni in many initiatives. While Kappa Sigma faced some challenges, the Chapter continued to work on holding members accountable. The Committee believes Kappa Sigma has a bright future as a top-performing organization provided the chapter expands partnerships, takes advantage of on-campus resources, and sustains accountability efforts.

The Accreditation committee assigns Kappa Sigma 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 Kappa Sigma expand their campus partnerships to continue to challenge their members intellectually and improve their chapter GPA?
- How can Kappa Sigma utilize on-campus resources such as OFSA and OSLD to improve Leadership Development for all active members?
- How can the Chapter grow their community service and philanthropy initiatives to engage other Greek and Non-Greek Lehigh students?

- How can the Chapter continue to hold all active members accountable across all expectations of being a member of Kappa Sigma?
- How can Kappa Sigma, as an entire chapter, build their relationship with Residential Services in order to better hold members accountable for total facilities management improvement?

Best Practices

- The Chapter utilized the Tile to keep track of master keys and, as a result, no keys were lost over the course of the year. The Committee again sees this as a best practice.