

KAPPA ALPHA

Accreditation Report

2015-2016

Intellectual Development

- Kappa Alpha was ranked 12th out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 2.96833, a decrease of .04131 from the spring 2015 semester. The 2.96833 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha was ranked seventh out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.10763, an increase of .1762 from the fall 2015 semester. The 3.10763 GPA placed the chapter above the All Fraternity average.
- Kappa Alpha's fall 2015 new member class ranked eighth out of 12 Interfraternity Council Chapters. Kappa Alpha had one new member for fall 2015 and grades are not reported for chapters who have one member or one new member per FERPA. The new member class GPA was 3.01 for spring 2016 ranking sixth out of 17 Interfraternity Council Chapters.
- Kappa Alpha had 22.9% of the chapter on the Dean's List in the fall 2015 semester and 22% on the Dean's List in the spring 2016 semester.
- Kappa Alpha partnered with the Center for Academic Success to host a notetaking and study skills workshop at the chapter house.
- The Committee applauds Russell Beatty and Joseph Ingaglio for each receiving \$1,000 scholarships from the John Hart Hunter Educational Foundation, Inc.
- Kappa Alpha hosts a five-course "A" Dinner for those members receiving an A or higher on an exam, paper, or project. The Committee commends the chapter for recognizing academic achievement and also for offering other academic incentives, including cash rewards and house points.
- 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 prepared to do so.
- Kappa Alpha's scholarship chair and representatives from each college serve as members of the newly developed Academic Council. Collectively, these individuals assist members with academic-related needs and promote academic resources. The Committee recommends that the Academic Council further partner with the Center for Academic Success to review the chapter's scholarship plan and develop a plan that meets all members' needs.
- Kappa Alpha regularly invites alumni to attend dinner to share their reflections on the fraternity experience and how it prepared them for life after college. For example, alumnus Zac Liskay '14 discussed his experiences within the U.S. Marine Corps and the importance of seeking out leadership experiences. The Committee encourages the chapter to explore additional opportunities to incorporate career development.
- 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. This is a repeat recommendation from previous years.

Chapter Development Question for 2016-17:

- **How can Kappa Alpha further utilize the Academic Council concept to bring much more significant professional development experiences and academic resources to members?**

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

Leadership Development

- Chapter members are involved in a number of clubs and organizations, including Greek Emerging Leaders, Outdoor Adventure PreLUision Program, Orientation, Global Citizenship Program, Lehigh Chabad, and club sports. Many individuals hold leadership roles across campus, and the Committee commends these individuals for seeking out leadership opportunities.
- The Committee recognizes that Kappa Alpha maintains heavy involvement in leading the Outdoor Adventure PreLUision Program, and encourages members to showcase the best of Kappa Alpha across this program and when interacting with first-year students. While this is a great opportunity to meet new students, the Committee also cautions that this should in no way be relied upon as a recruitment tool for the chapter.
- Chapter members attended Concillium, the international headquarters-sponsored conference at Cornell University. Attendees discussed Society business with other collegians, alumni, and the Kappa Alpha Society Executive Board.
- The Committee recommends that the chapter consider how best to incorporate learnings from leadership experiences gained elsewhere on campus and how these can inform the chapter's efforts. The Committee also recommends that the chapter consider how best to assist and empower all members in exploring Leadership Development regardless of position, and recommends working with the Assistant Director of Greek Leadership to do so.
- 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 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 redefined the purpose of the True Kap program by incorporating a leadership development plan and reflection. As a result, members are routinely required to reflect upon a series of questions during chapter meetings.

Chapter Development Question for 2016-17:

- **How can involvement in Kappa Alpha alongside other organizations better complement and enhance one another? What are you doing to intentionally prepare members to be leaders in the chapter and elsewhere?**

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

Community Development

- The chapter continues to display leadership in stewarding other Kappa Alpha chapters, and members have participated in initiation ceremonies at Hobart College and University of Pennsylvania. The Committee commends the chapter for its continued involvement with other Kappa Alpha chapters and considers this a best practice.
- 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 also engages its alumni through a newsletter highlighting chapter events, accomplishments, and programs.
- The chapter partnered with Pi Beta Phi to host Pi Day, and proceeds benefited 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 supported a number of philanthropic endeavors including Relay for Life, Adopt-a-Family, Dance Marathon, and Save the Tabs. Additionally, the chapter supported other organizations' philanthropic causes including Alpha Phi's Phiesta Bowl and Gamma Phi Beta's Volleyball Tournament.
- Kappa Alpha members are strong supporters for local community outreach and participate in direct service in South Bethlehem. Members regularly volunteer with the Boys and Girls Club, and the chapter also partnered with Alpha Phi to serve Thanksgiving dinner to 100+ youth at the Club. The chapter has also continued to support a local Luminaria Night by hauling 40,000 pounds of sand to prepare for the event. The Committee commends Kappa Alpha for these efforts and considers such focused and direct service a best practice.
- The Committee commends the chapter for its efforts, and notes that the chapter participated in a significant number of service and philanthropic opportunities; however, the Committee recommends that the chapter think through how it can be most intentional when approaching service and philanthropy so that the chapter's efforts meet the needs of the community in the best way possible.
- Kappa Alpha received a Disciplinary Warning after being found responsible for Respect for Community—Irresponsible Distribution of Alcohol in October 2015. A student was cited and reported drinking underage at a Kappa Alpha off campus event.
- Kappa Alpha was placed on Disciplinary Probation through May 2016 after being found responsible for Respect for Property—Theft and Respect for Community—General in January 2016. The group hosted a recruitment party at a local bowling alley, and the owner reported stolen bowling balls and damage to property.

- Kappa Alpha was placed on Disciplinary Probation through May 2016 after being found responsible for Respect for Community—Irrresponsible Distribution of Alcohol in February 2016. A recruit was found to be highly intoxicated after drinking at a Kappa Alpha rush party and required transport to St. Luke's. This incident was also investigated by the Interfraternity Council Judicial Board and led to the chapter being suspended for a portion of fraternity recruitment.
- The Committee is concerned by the number of conduct issues this year, and believes Kappa Alpha has a lot of work to do with regards to its conduct record. Kappa Alpha has been exceptionally responsive when working with the Office of Student Conduct and Community Expectations to resolve incidents and accept responsibility; however, the chapter must take a more proactive approach and promote a culture of sound judgment and decision making to avoid future mishaps. Additionally, members must also recognize that incidents reflect poorly on Kappa Alpha regardless of location.
- The Committee believes efforts to further develop the standards board and implement a bystander intervention plan are great first steps. The Committee recommends that the chapter further build on this effort in a way that is practical and easily implemented beyond that of the theoretical approach.

Chapter Development Question for 2016-17:

- **How can Kappa Alpha continue to work proactively to create a culture of sound judgment and decision making to avoid incidents involving the chapter and its members?**

In the area of **Community Development**, the Committee rated Kappa Alpha to be a **Bronze 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 evenly 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 commends the chapter for these efforts and flexibility.
- Kappa Alpha employs Greek Capital Management to manage finances, and the treasurer developed a Treasurer's Handbook as a supplemental transition document. The Committee commends the chapter for getting back to solid ground with regards to finances.
- Kappa Alpha recommitted to incorporating and understanding ritual, and the Committee commends the chapter for focusing on this essential aspect of the chapter experience.
- Recognizing that the combined social/risk manager position involved conflict of interest and presented serious limitations for how the chapter managed risks, Kappa Alpha separated out the position of risk manager. The chapter consulted with other organizations to gather feedback on how best to develop the position, and also applied concepts from the bLUeprint learning cycle to address this problem. The new position will go into effect in the coming academic year, and the Committee

commends that chapter for its thoughtfulness and calculated approach when evaluating this issue and coming to a solution.

- The chapter incorporates weekly 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. However, facilities staff indicated that there was excessive trash and other items in the hallways and party room on several occasions in February.
- Kappa Alpha met all Occupancy requirements.
- Kappa Alpha passed all life safety inspections and fire drills without issue.
- Kappa Alpha managed openings and closings relatively well.
- Kappa Alpha's common damages for the year were \$778.95.

Chapter Development Question for 2016-17:

- **How can Kappa Alpha utilize OSLD and OFSA resources to review organizational structure and further strengthen internal operations?**

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

Overall Rating

Overall, Kappa Alpha has been rated a Bronze chapter by the 2015-2016 Accreditation Committee.

Kappa Alpha has worked to reevaluate, develop, and implement a number of plans across the academic year to further improve the fraternity experience. The chapter focused intently on improving its approach to scholarship; cultivating opportunities for leadership and reflection; building meaningful relationships within the community; and evaluating its structure and positions charged with promoting a culture of accountability and reducing risks. Following through on the mantra "plan the work, work the plan," the Committee looks forward to Kappa Alpha further implementing the abovementioned efforts in a way that is focused, intentional, and strategic. Should the chapter consider the feedback and recommendations provided in this report, Kappa Alpha will further improve and meet its goals to 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 further utilize the Academic Council concept to bring much more significant professional development experiences and academic resources to members?
- How can involvement in Kappa Alpha alongside other organizations better complement and enhance one another? What are you doing to intentionally prepare members to be leaders in the chapter and elsewhere?

- How can Kappa Alpha continue to work proactively to create a culture of sound judgment and decision making to avoid incidents involving the chapter and its members?
- How can Kappa Alpha utilize OSLD and OFSA resources to review organizational structure and further strengthen internal operations?

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.
- Kappa Alpha members are strong supporters for local community outreach and participate in direct service in South Bethlehem. Members regularly volunteer with the Boys and Girls Club, and the chapter also partnered with Alpha Phi to serve Thanksgiving dinner to 100+ youth at the Club. The chapter has also continued to support a local Luminaria Night by hauling 40,000 pounds of sand to prepare for the event. The Committee commends Kappa Alpha for these efforts and considers such focused and direct service a best practice.