

KAPPA ALPHA PSI

Accreditation Report

2015-2016

Intellectual Development

- Kappa Alpha Psi was ranked second out of three Multicultural Greek Council fraternity chapters in the fall 2015 semester. Grades are not reported for chapters who have only one member per FERPA.
- Kappa Alpha Psi was ranked third out of three Multicultural Greek Council fraternity chapters in the spring 2016 semester with a GPA of 3.04. The 3.04 GPA placed the chapter below the All Fraternity and All Greek average.
- The chapter had one member serve as the Community Organizer for the Office of Multicultural Affairs, and the chapter led a discussion regarding the theory of cultural wealth within the Council of Cultural Organizations (C20).
- The chapter is active within the Men of Color Alliance (MOCA) providing support for one of Kappa Alpha Psi's objectives "to promote the spiritual, social, intellectual and moral welfare of its members." Members have the opportunity to discuss issues of social relevance and reach a deeper level of conversation.
- The Committee is extremely disappointed by the lack of content included in the submitted Accreditation report to support this area. The Committee strongly encourages that the chapter improve documentation and communication around academic and intellectual programming and support moving forward.

Chapter Development Question for 2016-17:

- **How can the chapter put mechanisms in place to support academic achievement and intellectual curiosity among new members?**

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

Leadership Development

- The Committee commends the chapter for its efforts to cultivate relationships with and engage interests for two years. As a result, the chapter welcomed six new members from Moravian College and Lehigh University into the organization.
- Kappa Alpha Psi's chapter president remained the sole member of the organization for the past two years. Now that he has graduated, six new members have inherited the organization and will assume leadership for moving the chapter forward. The Committee is pleased that there will be continued alumni support as these new members navigate the fraternity experience and learn the inner workings of chapter operations. Furthermore, the Committee recommends that the chapter spend significant time thinking through a transition plan so that the organization can hit the ground running in the upcoming academic year.
- The chapter focused on returning to their organizational purpose and "basics" this year in an effort to be intentional about involvement and contributions to the campus community.

- The chapter president did not meet regularly with the Assistant Director and communicated only when necessary or required. The Committee believes the chapter's relationship with the Office of Fraternity and Sorority Affairs should be strengthened.
- The chapter president also did not attend the annual Greek Leaders Retreat hosted for all chapter and council leaders in the fall semester.
- The chapter participated in the BALANCE dinner during Lehigh-Lafayette week in the fall 2015 semester.
- The Committee recognizes that the chapter was compliant with policies and procedures, but recommends that members take advantage of campus resources and the advisors' expertise. Such efforts will be critical to the chapter's future success.

Chapter Development Question for 2016-17:

- **How can Kappa Alpha Psi foster leadership within the chapter through peak times of membership transition?**

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

Community Development

- Kappa Alpha Psi continued involvement with the STRIVE, Inc. program for its sixth year. One member served as the Volunteer Coordinator for a third year and successfully increased the volunteer pool to provide a higher level of mentorship for the students. The Committee applauds the chapter for the energy and resources given to support STRIVE, Inc.
- The chapter participated in Spooktacular and the Pathways Academy.
- The Committee recommends that the chapter maintain a strong partnership with the Community Service Office in order to sustain the chapter's contributions to the greater Bethlehem community. This includes working with the CSO to ensure that all mandated clearances are in place prior to working with minors.
- The Committee commends the chapter for creating a relationship with Moravian students and working with other Kappa Alpha Psi chapters in the area. The Committee also hopes that the new members will focus on impacting both campuses and uniting the two communities.
- The Committee commends the chapter for the productive and positive relationship with their alumni advisor and hopes to see that continue.
- Kappa Alpha Psi is in a unique position to make meaningful contributions. The Committee would like to see the chapter create relationships with staff and faculty that will support and benefit the Multicultural Greek Council, Greek communities, and campus communities in addition to the chapter.

Chapter Development Question for 2016-17:

- **How can Kappa Alpha Psi truly engage and be a fully contributing member of the Multicultural Greek Council?**

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

Organizational Development

- The chapter successfully piloted and executed the new national Member Training Academy Program (MTA) in the spring 2016 semester. This included new processes for informationals, interest meetings, and Kappa Core Curriculums.
- The chapter attended the 86th Northeastern Province meeting on April 7-10th which concluded with initiating the newest members of the Omicron Kappa chapter.
- Kappa Alpha Psi entered into an agreement with Moravian College that allows undergraduate students from the College to be initiated under the Lehigh charter. This agreement is in effect until May 31, 2018 and will be reevaluated at that time for potential extension. The Committee recommends that the chapter maintain strong communication with entities across both campuses to ensure all expectations and requirements are being met fully at all times.
- The chapter has given recruitment significant thought and consideration based on the new MTA program as well as the new partnership between Lehigh and Moravian. The Committee strongly cautions that the chapter maintain momentum when thinking through next steps to attract additional interests and conduct intake across both campuses.
- Kappa Alpha Psi focused on effective and intentional influence as a theme for the 2015-16 year. This was demonstrated in a “quality over quantity” concept regarding programming, decision-making, and goal-setting. Additionally, the Committee commends the chapter for connecting organizational values and chapter activities.
- Again, the Committee is extremely disappointed by the lack of content included in the submitted Accreditation report to support this area. The Committee cannot provide valuable feedback to the chapter without having a full understanding of the organization's inner workings.

Chapter Development Question for 2016-17:

- **How can the chapter cultivate relationships with the Office of Fraternity & Sorority Affairs that will benefit the organization and ensure sustainability at Lehigh?**

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

Overall Rating

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

The Committee feels that they are limited in their ability to understand and evaluate the work of the Omicron Kappa chapter by the lack of descriptive content provided in the materials submitted by the chapter. While the chapter's presentation was impressive and engaging, it did not expand on the activities and accomplishments of the organization. The Committee is

hopeful for the future of Kappa Alpha Psi and looks forward to seeing increased involvement in the Greek community.

The Accreditation committee assigns Kappa Alpha Psi 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 the chapter put mechanisms in place to support academic achievement and intellectual curiosity among new members?
- How can Kappa Alpha Psi foster leadership within the chapter through peak times of membership transition?
- How can Kappa Alpha Psi truly engage and be a fully contributing member of the Multicultural Greek Council?
- How can the chapter cultivate relationships with the Office of Fraternity & Sorority Affairs that will benefit the organization and ensure sustainability at Lehigh?