

KAPPA DELTA

Accreditation Report

2015-2016

Intellectual Development

- Kappa Delta was ranked seventh out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.31989, an increase of .00294 from the spring 2015 semester. The 3.31989 GPA placed the chapter above the All Greek average.
- Kappa Delta was ranked fifth out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.32402, an increase of .00413 from the fall 2015 semester. The 3.32402 GPA placed the chapter above the All Greek average.
- Kappa Delta's spring 2016 new member class GPA was 3.328 ranking second out of nine Panhellenic Sororities.
- Kappa Delta had 32.6% of the chapter on the Dean's List in the fall 2015 semester and 28.7% on the Dean's List in the spring 2016 semester.
- Kappa Delta maintains an Academic Excellence Plan, and the Academic Excellence Chair is well utilized. In addition to relying on the Chair for guidance and academic mentoring, the Committee recommends the chapter readily take advantage of on campus resources. The Committee also recommends that Kappa Delta work with the Office of Fraternity and Sorority Affairs and the Center for Academic Success to review the Academic Excellence Plan and evaluate its effectiveness to support all members academically.
- Kappa Delta members must earn a 2.3GPA or higher or otherwise be placed on academic bad standing and lose social privileges. Members falling within the 2.3-2.7GPA "Danger Zone" are required to meet with the Academic Excellence Chair to develop an improvement plan, and the Committee is pleased with this proactive stance.
- The chapter holds one academic excellence workshop per semester, and the fall workshop focused on time management. Kappa Delta had not yet scheduled its spring workshop by the time of their Accreditation presentation in April, and the Committee finds this concerning.
- Kappa Delta's "You're a Star" reward recognizes members' hard work and dedication to earning good grades, and recipients receive a Saxby's gift card, academic planner, or baked goods. Those earning Dean's List also participate in a celebration at The Cup. The Committee commends the chapter for recognizing members' academic achievements.
- Kappa Delta new members participate in weekly Sisterhood Enrichment Teams (SET) during new member education. Four to six new members are paired with an initiated sister to openly share concerns and ask questions. The Academic Excellence Chair also meets with new members to share expectations and provide resources.
- The Committee believes the chapter struggles to articulate Intellectual Development beyond that of academic performance. 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. Efforts should include a healthy combination of academic effort and learning that collectively enhance the chapter experience.

Chapter Development Question for 2016-17:

- **What opportunities exist for Kappa Delta to explore Intellectual Development beyond that of academic performance?**

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

Leadership Development

- Kappa Delta maintained involvement with the Panhellenic Council, and Margaret Burnett served on the Executive Board as Vice President of Greek Relations. This member will assume the role of Panhellenic President in the coming year.
- Kappa Delta leadership attended the biennial National Collegiate Training Academic in Orland, Florida.
- Kappa Delta members are involved in a number of clubs and organizations, including Best Buddies, Club Soccer, and Gryphon Society. More than 40% of members hold leadership positions across campus. The Committee commends members for their involvement and leadership, and the Committee believe Kappa Delta has potential to position itself as a collective of thoughtful and respected campus leaders at the forefront of improving the campus environment.
- The Committee recommends that the chapter explore creative curiosity and take advantage of members' creative thinking. Incorporating in-house creative talent will further propel the chapter to greatness and enhance the chapter experience.
- The chapter's three-part transition process draws from the bLUeprint Foundations for Student Success as well as Kappa Delta's five areas of chapter excellence. The Committee is impressed by the chapter's transition process and recommends the chapter look for additional opportunities to incorporate bLUeprint in other areas of operations.
- Kappa Delta utilizes a Chapter Excellence Survey to determine members' perception of goal attainment and gather areas for improvement. The chapter's leadership also complete performance reviews. The Committee commends the chapter for seeking and giving critical feedback and using this information to inform future practice.
- Kappa Delta hosted several workshops focusing on the acronym PACE—personal presence, attitude, communication, and enlarging our world—as well as other workshops focusing on service, leadership, risk management, and ritual and history. The Committee commends the chapter for its efforts and recommends the chapter utilize campus resources to bolster workshop content where this makes sense.
- Kappa Delta hosted a spa day-themed retreat for new members and activities focused on beauty and preparing for formal. The Committee recommends that the chapter work with the Office of Student Leadership Development to develop a retreat that is more substantial and incorporates teambuilding.

Chapter Development Question for 2016-17:

- **How can Kappa Delta explore creative curiosity and take advantage of members' creative thinking to enhance the chapter experience?**

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

Community Development

- Kappa Delta hosted a brunch and invited other Panhellenic women to attend.
- The chapter celebrated International Women's Friendship Month by giving away cupcakes on the Front Lawn and hosting a Plus-One Open House. The Committee commends the chapter for their efforts to celebrate this month and looks forward to the chapter spreading its message to the larger campus community.
- Kappa Delta's national philanthropy is Prevent Child Abuse American, and the chapter hosted the Shamrock'N'Roll benefit concert and silent auction. The chapter raised approximately \$8900 to fight against child abuse and help promote nurturing environments for youth. Members personally invited faculty, staff, and students, and President Simon was even in attendance.
- The chapter also hosted a representative from Project Child Valley Youth House so that members could better understand the impact of their philanthropic efforts within the local community. The Committee commends the chapter for its philanthropic work alongside efforts to augment this with learning.
- Kappa Delta participated in a number of philanthropic opportunities, including Adopt-a-Family, Relay for Life, Dance Marathon, Holiday Hope Chests, and more. The chapter also supported Delta Upsilon's Huntington's disease walk, Pi Kappa Alpha's blood drive, and Pi Beta Phi's Pie a Pi Phi.
- The chapter partnered with Girl Scouts of the USA, and worked directly with the girls from local troops by helping them complete journey or badge requirements. The Committee commends the chapter for intentionally working to further the Confidence Coalition and build women's confidence by engaging in direct service.
- The Committee commends the chapter for partnering with the Community Service Office to develop a sustainable plan to ensure members complete all necessary clearances to volunteer with minors. The Committee considers this a best practice, and recommends that the chapter share its method with other organizations.
- Kappa Delta utilizes its standards board to address incidents of concern; address members' poor or concerning behavior; and share expectations of membership. The chapter's latest efforts have strengthened and stressed confidentiality as it relates to the board's work.
- Kappa Delta maintains contact with its growing alumnae base and share updates via Facebook, Instagram, and other forms of social media. The chapter also shared an alumnae newsletter and has plans to grow this effort.
- The Committee recommends that the chapter start thinking about forging campus partnerships in a more thoughtful manner to better the campus climate now that the chapter is entering its fourth year as an organization.

Chapter Development Question for 2016-17:

- **What opportunities exist for Kappa Delta forge campus partnerships in a more thoughtful manner to better the campus climate?**

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

Organizational Development

- The chapter has strengthened connections with its Council Advisory Board (CAB) through regular communication. Each officer also has a CAB counterpart, and this advisor guides the officer through her time as a council member and helps her grow as a leader.
- The chapter has a strong relationship with their national headquarters and hosts monthly phone calls and semester visits with various staff members. The Committee hopes the chapter will continue this relationship and encourages the chapter to also establish stronger relationships with offices across campus as well.
- Kappa Delta leadership engage in individual goal setting and submit monthly reports detailing progress.
- Kappa Delta utilizes Bill Highway to track chapter finances and improved budgetary processes this year. Monies left over from categories not overspending were transferred to a savings account. The Committee commends the chapter for its increased fiscal responsibility and transparency.
- Kappa Delta's Bylaws Committee is currently reworking some wording and rules in the bylaws in order to update and clarify expectations. The Committee commends the chapter for this effort and recommends that this be an ongoing process.
- Kappa Delta utilizes the GIN system to regularly communicate with members, share documents, and update calendars. The chapter also utilizes Google Drive to store documents.
- The Committee considers Kappa Delta's efforts to engage its senior class with Senior Spotlights at chapter meetings. It is evident that all member classes are engaged and involved in the chapter experience.
- Kappa Delta employs KDAOT groups to set attendance quotas for members and increase the chapter's presence at a variety of campus programs and community events. Members oftentimes find themselves attending or participating in new experiences they would not have necessarily sought out on their own. The Committee commends the chapter for its method to deploy members and considers this a best practice.
- Kappa Delta celebrates ritual and sisterhood while also hosting two sisterhood events per month. Recent activities included tie dying, cake decorating, apple picking, and coloring.
- The Committee recommends that the chapter be more deliberate in highlighting their progress and efforts under the specific Accreditation metrics in the written report and presentation. The report lacked evaluation and reflection of the chapter's progress as well numbers. That aside, the Committee is impress by how many members were willing to participate in the question and answer portion of the Accreditation process.

Chapter Development Question for 2016-17:

- **What opportunities exist for the chapter to further define its organizational ethos now that the group is moving into its fourth year?**

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

Overall Rating

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

Kappa Delta continues to grow as an organization and has now navigated its third year as a member of the fraternity and sorority community. While the chapter would like to shed its “new” designation, there are some indicators that the chapter remains organizationally green. This is not necessarily a bad thing, and the chapter should give more thought and consideration to the organization’s ethos—be confident in membership and where the chapter is going. The key for Kappa Delta to keep moving forward will be to continually build relationships with various organizations and departments across Lehigh; maintain strong relationships with the national office and alumnae advisors; and think through intentionality to cultivate a deeper and meaningful sorority experience for members.

The Accreditation committee assigns Kappa Delta 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 Kappa Delta to explore Intellectual Development beyond that of academic performance?
- How can Kappa Delta explore creative curiosity and take advantage of members’ creative thinking to enhance the chapter experience?
- What opportunities exist for Kappa Delta forge campus partnerships in a more thoughtful manner to better the campus climate?
- What opportunities exist for the chapter to further determine its organization’s ethos now that the group is moving into its fourth year?

Best Practices

- The Committee commends the chapter for partnering with the Community Service Office to develop a sustainable plan to ensure members complete all necessary clearances to volunteer with minors. The Committee considers this a best practice, and recommends that the chapter share its method with other organizations.
- Kappa Delta employs KDAOT groups to set attendance quotas for members and increase the chapter’s presence at a variety of campus programs and community events. Members oftentimes find themselves attending or participating in new experiences they would not have necessarily sought out on their own. The Committee commends the chapter for its method to deploy members and considers this a best practice.