

## **KAPPA SIGMA**

### Accreditation Report

2015-2016

#### **Intellectual Development**

- Kappa Sigma was ranked second out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.18836, an increase of .08736 from the spring 2015 semester. The 3.18836 GPA placed the chapter above the All Fraternity average.
- Kappa Sigma was ranked eighth out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.09608, a decrease of .09228 from the fall 2015 semester. The 3.09608 GPA placed the chapter above the All Fraternity average.
- Kappa Sigma's fall 2015 new member class GPA was 1.98 ranking 12<sup>th</sup> out of 12 Interfraternity Council Chapters. The new member class GPA was 3.012 for spring 2016 ranking fifth out of 17 Interfraternity Council Chapters.
- Kappa Sigma had 11.9% of the chapter on the Dean's List in the fall 2015 semester and 15.9% on the Dean's List in the spring 2016 semester.
- It is evident that members serve as academic resources and mentors for one another, and the Committee commends Kappa Sigma and its members on their hard work to improve academic performance. Members' determination and commitment has led to quick success, and the Committee looks forward to ongoing and sustainable gains. The chapter cannot afford to lose momentum and sight of long-term goals in this area.
- Kappa Sigma has implemented a strong academic plan for new members. New members are assigned to study groups based upon college and major, and big brothers serve as mentors. The chapter also partnered with the Center for Academic Success to hold events specifically focusing on new members' academic success. The Committee considers this effort a best practice, and recommends that the chapter integrate components of the plan across all classes to create a more seamless and sustainable approach.
- Kappa Sigma adjusted its academic incentives to include a team-based approach. In addition to cash rewards for individuals, the chapter provided a \$400 cash reward to the team that collectively demonstrated high academic achievement.
- Kappa Sigma held a speaker series where Beta Iota alumni shared knowledge and networked with the undergraduate members. The Committee commends the chapter for tapping into the alumni network and reflecting on how speakers' undergraduate experiences informed their professional careers.
- Kappa Sigma has seen impressive gains in the area of Intellectual Development. The Committee commends the chapter for its overall efforts to augment the fraternity experience with a healthy combination of academic effort and learning. The Committee also recommends that the chapter broadcast some of the best of their approach more broadly and within the larger fraternity community.

#### **Chapter Development Question for 2016-17:**

- **How can Kappa Sigma assess the academic plan's effectiveness and make adjustments to continue to enhance all members' academic experiences?**

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

### **Leadership Development**

- Kappa Sigma maintains heavy involvement across a number of clubs and organizations, and brothers serve in leadership roles with Men's Ice Hockey, Club Basketball, Tamid, and more. Members are also involved in the founding of the Fly Fishing Club and Sports Data Analytics Club. The Committee commends members for their involvement across campus and efforts to cultivate additional involvement opportunities for members and the larger campus community.
- Kappa Sigma continues to support Leadership Development across its membership, and several members attended Conclave hosted by the Inter National headquarters. Attendees later simulated a convention meeting for the larger chapter to share their experiences and discuss how best to apply lessons learned at the summer event.
- Kappa Sigma held a two-day retreat with Executive Director Mic Wilson in October. Noting that the chapter had yet to achieve greatness, Wilson stressed the importance of the chapter not taking its foot off the gas pedal. The Committee would like to reiterate this message and encourage Kappa Sigma to not lose momentum.
- The Committee commends the chapter for incorporating a good blend of campus resources alongside those from the Inter National Headquarters and alumni, and considers this effort a best practice.
- Kappa Sigma's officer transition effort is multifaceted and involves shadowing and workshops. Further bolstering this effort will only strengthen ongoing progress; transfer momentum to new leadership; and sustain current practices. The chapter should take advantage of resources from the Office of Fraternity and Sorority Affairs and the Office of Student Leadership Development.
- Kappa Sigma incorporated leadership as a discussion topic within the speaker series, and the chapter invited Professor James Brennan to share thoughts on the leadership intersections on the sports field, in the classroom, and across the professional world. The Committee commends the chapter for this effort and believes the chapter is providing meaningful professional development opportunities for its members.
- The Committee recommends the chapter seek out opportunities to explore and understand concepts of inclusive leadership, especially in light of the fall conduct incident further described under Community Development.

### **Chapter Development Question for 2016-17:**

- **How can Kappa Sigma be more vocal as leaders across campus and within the community and further partner with others beyond the usual suspects?**

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

### **Community Development**

- The chapter incorporates a strong balance of philanthropy and direct service, and the Committee sends major kudos for the intentionality behind all efforts. The Committee

is impressed with the wide range of opportunities available to members alongside the chapter's willingness to include other organizations and partners to share in these experiences as well. The Committee recommends that the chapter further share about its work within the community so that others are more aware of Kappa Sigma's positive contributions.

- Kappa Sigma partnered with the owner of Krass and Co. and 30% of customer sales were donated to New Bethany Ministries. In total, the chapter raised over \$1405 through purchases and donations. The Committee commends the chapter for this effort and partnership with a local alumnus and considers this a best practice.
- Kappa Sigma cosponsored Camp out for Our Troops with Gamma Phi Beta in support of the national organization's philanthropy the Fisher House. The chapter also hosted the Kappa Slappa Street Hockey Tournament and donated \$700 in funds to benefit the Boys and Girls Club of Bethlehem. Other philanthropic efforts supported the Emmanuel Evangelical Congregational Church, the Joachim Schaufeld Center for Jewish Life, and Adopt-a-Family.
- Kappa Sigma pioneered a relationship with Feed the Children, and members regularly assemble pallets of food, toiletries, and other essential items. Other organizations soon followed Kappa Sigma's lead, and the agency experienced an influx of volunteers. As a result, the chapter worked with the Community Service Office (CSO) to identify other agencies in need of volunteers and partnered with New Bethany Ministries. The Committee considers the chapter's effort to build a new relationship when another wasn't fully working and then work to further cultivate that relationship a best practice.
- Kappa Sigma worked with the CSO to host a poverty simulation and supplement members' volunteer experiences with a reflective educational component.
- Kappa Sigma hosted a father-son golf outing and raised more than \$2000 in support of the national organization's philanthropy the Fisher House.
- The Chapter has strengthened its relationship with alumni advisors alongside international headquarters staff. This includes a yearly visit from the Kappa Sigma Executive Director Mic Wilson.
- Kappa Sigma was implicated in a number of off-campus disturbances and disorderly house violations in the fall semester and subsequently placed on probation through May 2017. The Committee recommends that the chapter better articulate expectations of young alumni and others to avoid reoccurring challenges in the future.
- Kappa Sigma was found responsible for Respect for Others—Harassment and placed on Disciplinary Deferred Dissolution through May 2016 following an incident where a member made harassing remarks towards a patron at a local restaurant. The Committee commends the chapter for voluntarily coming forward; however, the Committee believes the standards board missed an opportunity to identify the culprit thus jeopardizing the standard board's newfound credibility.
- Kappa Sigma's sustained improvements with regards to its standards board. The chapter has shifted away from levying monetary fines and now incorporates other punitive courses of action such as additional cleaning shifts.

#### **Chapter Development Question for 2016-17:**

- **How can Kappa Sigma better share its story while also recognizing that members' actions tarnish the good work being done across the community?**

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

#### **Organizational Development**

- Kappa Sigma abided by the motto “involvement leads to investment, which leads to elimination of apathy” to organize the house into sub-committees and eradicate past experiences where top-heavy leadership completed all organization work. The Committee is impressed by this structure and recent adjustments to refine the number of subcommittees. Furthermore, the Committee looks forward to all members’ continued engagement in daily operations.
- Kappa Sigma’s Executive Committee hosts a transition dinner between outgoing and incoming officers to discuss the intricacies of leadership roles and set a clear direction for the fraternity. This is also complemented by a workshop with all sub-committees where members share ideas and formulate a concrete plan for the coming year.
- The chapter utilizes a shared drive to maintain records, share ideas, and offer insights for future leadership. Immediately following any program, event, or initiative, one or two brothers behind an effort write up a brief report on how it was executed and include lessons learned and recommendations for future reiterations.
- Kappa Sigma hosted a ritual workshop with the intention of reaching 100% ritual proficiency, and the Committee commends the chapter for incorporating ritual across all aspects of the fraternity experience.
- 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.
- Kappa Sigma failed Occupancy for the first time in fall 2015, but later met the 90% threshold in spring 2016.
- Kappa Sigma made significant strides with regards to facilities management and house cleanliness; however, this has been bookended by periods of significantly poor performance. After a rough start when furnishings were found thrown into the woods behind the chapter house, there was marked improvement. The Committee believes that chapter’s improvement as it relates to facilities management is a direct result of improvement elsewhere.
- Kappa Sigma’s common damages for the year were \$3196.68. Namely this was due to damaged and/or missing furniture during end-of-year house closings.

#### **Chapter Development Question for 2016-17:**

- **Keeping in mind cultural change, how can Kappa Sigma lead community change with regards to the social scene and promoting a safe and healthy campus environment?**

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

## Overall Rating

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

Kappa Sigma's motto "involvement leads to investment, which leads to elimination of apathy" has truly taken root, and the Committee commends Kappa Sigma for engaging all members in a total chapter effort to overhaul the fraternity's culture. It is evident that the chapter has a clear direction and set of goals; values meaningful partnerships; and readily takes advantage of resources. Despite a few lingering conduct-related issues, members are beginning to recognize that their actions reflect upon the larger organization and that poor behavior detracts from the hard work and contributions made across the Lehigh and South Bethlehem communities. The chapter is on the precipice of greatness and poised to serve as a role model fraternity for others across our community; however, the group must not lose momentum and further promote accountability at the individual and chapter levels should it attain this goal.

**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 assess the academic plan's effectiveness and make adjustments to continue to enhance all members' academic experiences?
- How can Kappa Sigma be more vocal as leaders across campus and within the community and further partner with others beyond the usual suspects?
- How can Kappa Sigma better share its story while also recognizing that members' actions tarnish the good work being done across the community?
- Keeping in mind cultural change, how can Kappa Sigma lead community change with regards to the social scene and promoting a safe and healthy campus environment?

## Best Practices

- Kappa Sigma has implemented a strong academic plan for new members. New members are assigned to study groups based upon college and major and big brothers serve as mentors. The chapter also partnered with the Center for Academic Success to hold events specifically focusing on new members' academic success. The Committee considers this effort a best practice, and recommends that the chapter integrate components of the plan across all classes to create a more seamless and sustainable approach.
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