

KAPPA ALPHA

Accreditation Report

2016-2017

Leadership & Member Development

- Kappa Alpha had a brother serve on the Interfraternity Council executive board as the Vice President of Community Service for the 2016-2017 academic year.
- Kappa Alpha president for 2016-2017 also served as a GEM Mentor during the 2016 calendar year.
- Kappa Alpha's executive board, also known as the Top 5, attended Concillium, the international headquarters-sponsored conference, at Hobart College. This experience allowed for chapter leadership to engage in conversations with alumni and fellow collegians in order to share best practices and reflect on the meaning of ritual.
- The chapter has a heavy emphasis on teaching the history of Kappa Alpha Society and its ritual in the new member education plan. The committee commends the chapter on these efforts and encourages the chapter to expand the new member education plan to include other development opportunities related to leadership, intellectual advancement, community service, and more. This will allow the chapter to better capitalize on this six week period in order to set expectations of membership and create a culture of holistic development from day one.
- The committee is concerned that the chapter has been losing traction with the Leadership Development Plan. The chapter mentioned that it is nearly completely implemented; however, leadership development should be ongoing. The committee recommends that the chapter revisit this plan to make improvements in order to dive deeper and increase its sustainability.
- The chapter has 50 available leadership positions for members. While it is good practice to engage a large portion of the membership in leading the organization, the chapter seems to have a very positional understanding of leadership. The committee encourages the chapter to explore ways to further develop all members' leadership skills and engage them in leading the chapter regardless of position.
- 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 campus leadership resources to do so. This is a repeated recommendation from last year.
- Kappa Alpha attends national meetings with the eight other active chapters from across the country. Recognizing that Kappa Alpha Society is small and lacks in resources for individual chapters, the committee recommends that the chapter take part in more leadership development opportunities outside of organization. This can include the Association of Fraternal Leadership & Values (AFLV), Northeast Greek Leadership Association (NGLA), LeaderShape, and Undergraduate Interfraternity Institute (UIFI).
- The committee is concerned that Kappa Alpha does not seem to be improving in this area, but instead remains stagnant by providing similar opportunities from year to year. The committee believes that the chapter is content with meeting the minimum requirements rather than utilizing feedback and resources in order to grow.

Chapter Development Question for 2017-2018:

- **How can the chapter go beyond a superficial, positional definition of leadership in order to provide a more comprehensive leadership development plan for their members?**

In the area of **Leadership & Member Development**, the Committee rated Kappa Alpha to be an **Unaccredited Chapter**.

Organizational Operations

- The committee commends the chapter on implementing the new risk management position and consulting with the Office of Student Leadership Development (OSLD) through this process. However, despite having this new position, the chapter still had multiple organizational and individual incidents this year. The committee recommends that Kappa Alpha further develop the risk manager position and implement a comprehensive risk management plan that includes both proactive and reactive measures.
- The chapter was inconsistent in communicating and attending meetings with their Assistant Director in the Office of Fraternity and Sorority Affairs. The committee encourages the chapter to rebuild this relationship and utilize the resources available to them both on and off campus.
- Kappa Alpha seeks feedback and opinions from the general membership before making decisions through informal conversations or an open forum at chapter meetings. When the Top 5 make a decision, they explain the “why” behind it in order to garner buy-in and establish credibility with the membership.
- Kappa Alpha continued its “Top 5 for Dummies” transition program for incoming leadership. This program is a multi-pronged approach to transitioning in the new officers through shadowing, reviewing written materials, and joint meetings between the outgoing and incoming Top 5. Once transitioned, the outgoing officers still have the ability to contribute to the development of the chapter through the Senior Council.
- The chapter engages a large portion of the membership in the organizational operations through many leadership positions. Rather than having a small delegation leading the chapter, responsibility is spread across the Top 5 and many assistant positions.
- Kappa Alpha had a successful recruitment. They utilized their campus involvement in order to meet more eligible men outside of the traditional social environment. The committee commends the chapter for making a shift towards a more values-based recruitment process and recommends that they develop a valuable, sustainable recruitment plan in tandem with the new Interfraternity Council recruitment guidelines.
- The chapter has an operational standards board that works to hold brothers accountable as they deem necessary. The board does not handle individual incidents unless such incidents directly impact the chapter. The committee feels that the chapter is not utilizing the board to its full potential by not recognizing how all members’ actions affect the organization.
- Kappa Alpha shared a lot about what they hope to be doing over the next academic year to make improvements in this area. The committee recommends that the chapter develop a strategic plan by first creating a vision for the organization and then setting goals and action items for the next few years. The committee believes this will help the chapter get “out of the weeds” of addressing things as they arise and be more intentional in how they operate.

Chapter Development Question for 2017-2018:

- **How can the chapter expand their standards board to address off-campus behavior and to include positive incentives for members instead of only punitive?**

In the area of **Organizational Operations**, the Committee rated Kappa Alpha to be an **Accredited Chapter**.

Community Service & Engagement

- The chapter leveraged a brother's personal experience with Crohn's Disease to promote a culture of philanthropy. The members of Kappa Alpha raised \$5,500 for a Crohn's & Colitis Foundation 5k run. The committee commends the chapter on connecting their passion to service.
- Kappa Alpha continued their philanthropic efforts with Relay for Life, Dance Marathon, and Kappa Korner with Kappa Delta. Most notably, the chapter honors their founding roots through their Pi Day event with Pi Beta Phi to support children's literacy year after year. The committee encourages the chapter to expand upon these initiatives to build collaborative relationships with other organizations.
- The chapter consistently assists New Bethany Church Ministries with their annual Luminaria night. The committee recommends that the chapter explore further options to grow their direct service to the local Bethlehem community, especially with regards to their literary history.
- The chapter continues to maintain relationships with the Kappa Alpha VL Alumni Association as well as the Kappa Alpha Society Executive Council. The chapter's Top 5 meet with alumni board members once a semester to stay up to date and discuss fraternity operations.
- Kappa Alpha was placed on Disciplinary Probation through May 31, 2018 after being found responsible for Respect for Self—unauthorized possession of alcohol; Respect for Community—Encouraging Others; Respect for Community—False Information; and Respect for Community—Failure to Comply. Five underage students were pulled over in a vehicle that had beer in the back; four of these students were new members of Kappa Alpha and the fifth student was an unrecognized member of the organization. The chapter provided false information about the incident when initially approached.
- Kappa Alpha was placed on Deferred Dissolution through December 31, 2017 after being found responsible for Respect for Community—Irresponsible Distribution of Alcohol and Respect for Community—Life Safety Violations. The chapter had a party broken up by Lehigh University police where there were drinking games and unsecured alcohol. Windows were also inappropriately covered. This is Kappa Alpha's fourth alcohol offense in two years.
- The committee is concerned that the chapter has destroyed some of its credibility with the Office of Fraternity and Sorority Affairs as well as the Office of Student Conduct and Community Engagement. The chapter's conduct record continues to grow and members have not always been forthcoming in response. The chapter must take a more proactive approach and promote a culture of sound judgment and decision making to avoid future mishaps. This is a repeated recommendation from last year.
- The committee feels that the chapter can do more in their contributions to the fraternity and sorority community and the larger Lehigh campus community. Outside of philanthropic efforts, Kappa Alpha does not have a significant presence. The committee encourages the chapter to explore opportunities to be a leader in the fraternity and sorority community. Especially as the Interfraternity Council community has experienced a myriad of challenges this past academic year, Kappa Alpha has an opportunity to affect change within the community should they choose to.

Chapter Development Question for 2017-2018:

- **How can Kappa Alpha 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 Service & Engagement**, the Committee rated Kappa Alpha to be an **Unaccredited Chapter**.

Academic & Intellectual Advancement

- Kappa Alpha was ranked 12th out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.02222, a decrease of .08541 from the spring 2016 semester. The 3.02222 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha was ranked 15th out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 2.87, a decrease of .15222 from the fall 2016 semester. The 2.87 GPA placed the chapter below the All Fraternity and All Greek average
- Kappa Alpha's fall 2016 new member class GPA was 3.345 ranking first out of 11 Interfraternity Council chapters. The new member class GPA was 2.69 for spring 2017 ranking 13th out of 17 Interfraternity Council chapters.
- Kappa Alpha had 13.3% of the chapter on the Dean's List in the fall 2016 semester and 15.6% on the Dean's List in the spring 2017 semester.
- The chapter claimed to focus on scholarship in their recruiting practices this year. However, the chapter extended bids to many men who did not meet their chapter GPA requirement. The committee is concerned by this inconsistency and encourages Kappa Alpha to better align these practices.
- Kappa Alpha positively incentivizes brothers for academic achievement through monetary awards, house points, and a dinner. Brothers who make Dean's List receive \$10 and the brothers who have the top GPA in each member class receive \$100. The committee believes positive incentives are good practice and encourages the chapter to spread the wealth to create more opportunities for brothers to be recognized for their academic achievements.
- The committee applauds Vincent Sheehan for receiving a \$1,000 scholarship from the John Hart Hunter Educational Foundation, Inc.
- The committee is glad to see the chapter consulting the Center for Academic Success with regards to their academic council program. However, the committee recommends that the chapter further take advantage of this relationship in order to ensure that those serving in mentoring capacities are trained and prepared to do so. This is a repeated recommendation for a fourth year in a row.
- The chapter's Academic Council program helps to prepare members for professional success through alumni networking opportunities, resume reviews, and mock interviews. The committee recommends that the chapter expand upon these by utilizing on campus resources and experts in this area.
- Kappa Alpha does not currently have a faculty/staff advisor. The committee encourages the chapter to identify a faculty or staff member on campus with whom they have a positive relationship and can help support them in areas of growth.
- 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 repeated recommendation for the third year in a row.

Chapter Development Question for 2017-2018:

- **How can Kappa Alpha create a culture of intellectual development within the chapter in order to extend brothers' learning beyond the classroom?**

In the area of **Academic & Intellectual Advancement**, the Committee rated Kappa Alpha to be an **Unaccredited Chapter**.

Facilities Management

- Kappa Alpha's common damages for the year were \$41.70.
- Kappa Alpha managed openings and closings with no issues.
- Kappa Alpha had one minor life safety violation when a fog machine was used that set off the smoke detector. Members were aware that fog machines are not allowed. The chapter passed fire drills with zero violations.
- Kappa Alpha met Occupancy requirements in both the fall 2016 and spring 2017 semesters.
- The chapter facility was so appalling at one point this year that a vendor refused to enter. The Kappa Alpha facility was often found messy and on the verge of disgusting during walkthroughs by the Office of Fraternity and Sorority Affairs and the Office of Residential Services. The committee is concerned that the chapter is taking this privilege for granted.
- The chapter has re-vamped their cleaning system within the facility with the hope of being more effective in keeping it clean. The new system involves a rotating team of brothers assigned to cleans on Friday and Sunday as well as daily waits for post-dinner cleanup. They also established consequences for failing to complete these chores. The changes are intended to increase accountability to ensure brothers do their part.
- The chapter established an "Unreasonable Mess Policy" to hold brothers accountable for creating a mess beyond just reasonable use of the facility. The committee is hopeful that these new policies and procedures will yield results.
- The committee believes the chapter could do more with regards to their sustainability efforts. The committee encourages Kappa Alpha consult Eco-Reps and other chapters that have been successful in implementing green initiatives in their facility.

Chapter Development Question for 2017-2018:

- **How can Kappa Alpha expand current efforts to ensure members treat the facility with respect?**

In the area of **Facilities Management**, the Committee rated Kappa Alpha to be an **Unaccredited Chapter**.

Overall Rating

Overall, Kappa Alpha has been rated an Unaccredited chapter by the 2016-2017 Accreditation Committee.

Kappa Alpha has made some minor improvements in reaction to issues they faced this year. However, the committee feels that the chapter is not proactive nor does the chapter take initiative to go beyond what is required. Over the past few years, Kappa Alpha has remained stagnant and ignored repeated recommendations from previous Accreditation reports. The chapter is at a tipping point and complacency will be its downfall. The committee feels that the chapter must make a change to avoid becoming obsolete in the fraternity and sorority community. If Kappa Alpha begins to think “big picture” and develop a vision for the future of the fraternity, the recommendations provided in this report will aid the chapter in setting and achieving their goals should they wish to move in a better direction.

The Accreditation committee assigns Kappa Alpha an overall rating of Unaccredited, which does not meet expectations set forth by Lehigh University. The chapter is not successful in multiple metrics and does not meaningfully contribute to the Greek and Lehigh communities. A chapter that receives an Unaccredited rating for two consecutive academic years loses University recognition and access to group housing.

Chapter Development Questions

- How can the chapter go beyond a superficial, positional definition of leadership in order to provide a more comprehensive leadership development plan for their members?
- How can the chapter expand their standards board to address off-campus behavior and to include positive incentives for members instead of only punitive?
- How can Kappa Alpha 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 create a culture of intellectual development within the chapter in order to extend brothers' learning beyond the classroom?
- How can Kappa Alpha expand current efforts to ensure members treat the facility with respect?