

## **KAPPA ALPHA THETA**

Accreditation Report

2016-2017

### **Leadership & Member Development**

- Kappa Alpha Theta had a sister serve on the Panhellenic executive board as Vice President of Campus Relations for the 2016-2017 academic year.
- Kappa Alpha Theta has an organized officer transition retreat called L.E.A.D (Lead, Empower, Aspire, Develop). This leadership seminar incorporates incoming and outgoing officers, alumni advisors, Headquarters' staff, and the Assistant Director from the Office of Fraternity and Sorority Affairs. Officers work to identify priority areas for the next term and set related S.M.A.R.T. goals. The committee considers this a best practice.
- The chapter engages in leadership opportunities offered through Kappa Alpha Theta Headquarters such as Grand Convention, Emerging Leaders Institute (ELI), and CEO Leadership Academy. The committee commends the chapter for this involvement.
- Kappa Alpha Theta implemented Ritual Appreciation Modules and rehearsals of ritual ceremonies to educate members on the true meaning behind the practice of ritual. Ritual Appreciation Modules were held at least once each semester to review the history of ritual and facilitate discussion on how to emphasize living the ritual in daily life. Chapter members also practice one ritual song during each chapter meeting. The committee considers this a best practice.
- The chapter focused on increasing member morale by recognizing the need to decrease programming. The committee is concerned that there is still more work to be done. The committee recommends that the chapter focus on developing a few, meaningful engagement experiences that members are excited to attend rather than assigning members to attendance shifts. Continuing to set attendance and engagement expectations with new members will be crucial in achieving this over time.
- Kappa Alpha Theta held multiple election processes due to disinterest and grade ineligibility. The committee encourages the chapter to think through the nomination and election process, especially with regards to garnering interest and communicating expectations of leadership.
- Kappa Alpha Theta members are incredibly involved across campus inside and outside of the fraternity and sorority community. Members are actively engaged as leaders through Greek Emerging Leaders (GEM), Greek Allies, the Gryphon Society, LeaderShape, and much more. The chapter also had the most women apply for roles on the Panhellenic executive board and for the Rho Gamma program. The committee commends the chapter for maintaining such impressive involvement and hopes outstanding members are being recognized for contributions to the community.
- The chapter's members are greatly involved outside of the chapter but do not often apply those experiences to benefit and lead the organization. The committee recommends that Kappa Alpha Theta work to improve leadership development within the chapter through a deeper understanding of the "why" behind leadership.

#### **Chapter Development Question for 2017-2018:**

- **How can Kappa Alpha Theta apply the "why" concept from the Golden Circle to deepen leadership development?**

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

### **Organizational Operations**

- Kappa Alpha Theta engages members through six different committees: the Executive Committee, Membership Development Committee, Nomination Committee, Bylaws Committee, House Beautification Committee, and the recently developed Sisterhood Committee. These committees provide members an opportunity to get involved regardless of position within the organization.
- The chapter updated bylaws using the Bylaws Committee to gather input from the general membership. One of the changes was to the House Point system. Originally the system awarded points only to members for positions and high GPA. After implementing changes, the chapter recognized flaws in the updated system and is working on making suggested edits from Headquarters.
- Kappa Alpha Theta experienced difficulties during formal recruitment. The chapter sent a survey to both new members and active members to identify areas of strength and weakness. The committee feels this is a good step and recommends that the chapter take the assessment further by using the survey to guide meaningful dialogue with the membership. The chapter could also work with the Office of Fraternity and Sorority Affairs to host focus groups. Regardless of approach, the committee recommends engaging the entire membership in making a change in order to create buy-in and increase morale.
- The chapter was proactive in seeking resources to improve recruitment strategies. For example, the chapter utilized Launch Point Solutions, a third-party consulting company, to facilitate a recruitment workshop. The committee encourages the chapter to continue utilizing available resources to streamline recruitment and other chapter operations.
- The chapter completed a five year strategic plan and developed a new plan for the next five years. The new plan is focused on improving operations, recruitment, education, and marketing; the priority areas determined at L.E.A.D. The committee believes the next five year plan is an improvement and much more robust than the previous one. The committee commends the chapter for following through on these commitments.
- Kappa Alpha Theta established Executive Office Hours before chapter meetings to provide a structured time for members to consult with chapter leadership. This was created in an effort to increase transparency between the executive board and general members.
- Kappa Alpha Theta's Member Development Committee (MDC) serves as a judiciary body and positive reinforcement. In order to minimize negative stigmas surrounding MDC, check-ins were established to get a pulse on the well-being of individual members. MDC also recognizes outstanding members through awards such as Senior Spotlight and Sister of the Week. The committee commends the chapter for establishing both positive and punitive functions of the Member Development Committee.
- The chapter emphasized risk management and prevention efforts through multiple strategies. The chapter uses a pre-event checklist provided by Headquarters to ensure necessary steps have been taken to minimize risk during social events hosted by the organization. There is a ratio of one event monitor to every twenty attendees at chapter events with any non-members present. Social Hour was designed to minimize unhealthy pre-game drinking by providing members with food and non-alcoholic beverages prior to social events with alcohol.

**Chapter Development Question for 2017-2018:**

- **How can Kappa Alpha Theta increase assessment of organizational operations to inform the creation of best practices?**

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

### **Community Service & Engagement**

- Kappa Alpha Theta continued the annual event, Candyland for CASA, in collaboration with Theta Chi and Lehigh After Dark. For the first time, this event was held as a 5x10 program for first year students. Fourteen different organizations supported the event by setting up tables with mini games for attendees to participate in. Overall, the event raised more than \$1,700 for CASA. The committee commends the chapter for the continued success of this event.
- The chapter hosted a second major philanthropic event, Kicks for CASA, in collaboration with Sigma Phi Epsilon. This is a soccer tournament for campus organizations to participate in as teams of five. One of the goals of this event is to increase awareness of CASA. The committee recommends that the chapter evaluate both Candyland for CASA and Kicks for CASA to identify the level to which awareness is increased as a result of attending.
- The committee commends Kappa Alpha Theta for increased outreach to alumnae. The chapter had four alumnae come and prepare dinner for active members, sent out holiday cards, and distributed a questionnaire to gather information about personal and professional achievements of alumnae. The survey alone engaged over 100 people. The chapter hopes to utilize this information to create future engagement opportunities.
- Kappa Alpha Theta hosted Alpha Gamma Delta and Zeta Tau Alpha for brunch, in an effort to make strides towards Panhellenic unity. The committee encourages the chapter to expand these brunches to include organizations from the Interfraternity Council and Cultural Greek Council. The committee believes bringing people together in this setting provides a valuable space to engage in dialogue around community issues.
- The committee is concerned about the lack of service the chapter is engaging in. The chapter participated in the sock drive, Adopt-a-Family, Spooktacular, and Homework Club. There are no structured service opportunities specifically for Kappa Alpha Theta. The committee recommends that the chapter deepen the understanding behind the “why” of service and work with the Community Service Office to identify meaningful opportunities where the chapter can establish ongoing partnerships.
- The committee commends the chapter for engaging in other organizations’ philanthropic events. Kappa Alpha Theta participated in Alpha Phi’s Phiesta Bowl, Sigma Chi’s Derby Days, and Gamma Phi Beta’s Moon Ball.
- The chapter made an effort to support the Cultural Greek Council by attending the Mu Sigma Upsilon probate and the Lambda Theta Alpha new member presentation. The committee encourages the chapter to explore additional opportunities to support and engage with Cultural Greek Council organizations.

### **Chapter Development Question for 2017-2018:**

- **Where are opportunities for Kappa Alpha Theta to develop ongoing, meaningful service opportunities within the Bethlehem community?**

In the area of **Community Service & Engagement**, the Committee rated Kappa Alpha Theta to be an **Accredited Chapter**.

### **Academic & Intellectual Advancement**

- Kappa Alpha Theta was ranked seventh out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.33398, an increase of .02788 from the spring 2016 semester. The 3.33398 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta was ranked ninth out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.15, a decrease of .18 from the fall 2016 semester. The 3.15 GPA placed the chapter below the All Sorority and All Greek average.
- Kappa Alpha Theta's fall 2016 new member class GPA was 2.8933 ranking second out of two Panhellenic sorority chapters. The new member class GPA was 2.92 for spring 2017 ranking ninth out of nine Panhellenic Sororities.
- Kappa Alpha Theta had 40% of the chapter on the Dean's List in the fall 2016 semester and 21.7% on the Dean's List in the spring 2017 semester.
- The chapter hosts a scholarship dinner with Phi Sigma Kappa each semester to recognize members' academic success. Members are awarded for making Dean's List, the highest big and little average GPA, and achieving one of the three highest GPAs in each college. Each dinner has a keynote speaker: Rita Jones, Director of the Women's Center, and Andrea Skimbo, Assistant Director in the Center for Career and Professional Development.
- The chapter facilitates educational modules related to study skills and professional growth and success. Members are also encouraged to utilize academic resources on-campus in addition to the Kappa Alpha Theta academic offerings. The committee recommends that the chapter identify ways to invite those resources into the organization rather than requiring members to seek them out individually.
- The chapter increased the GPA requirement to join from a 2.3 to a 2.5. The committee commends Kappa Alpha Theta for emphasizing academic success during recruitment. The committee believes this will be impactful long-term.
- Kappa Alpha Theta's scholarship plan is not comprehensive and lacks a formal structure for supporting members who are struggling academically. The committee is concerned that this may impact the sustainability of the increased GPA requirement. The committee recommends that the chapter consult with the Center for Academic Success and other chapters with best practices in academics to make robust improvements to the current plan.
- Kappa Alpha Theta hosts faculty workshops in which faculty and staff members are invited to speak to the membership about relevant topics. In the fall, Rita Jones, the Director of the Women's Center, facilitated activities and discussion that challenged members to think critically about why they joined the organization and what people are looking to gain from the experience. In the spring, the chapter invited management professor James Brennan to speak to the chapter about the four pillars of reality and how those are key to successfully working together as an organization.
- The chapter matches active sisters with new members of a similar major. These pairings are called Kite Sisters and act as an academic mentorship that remains in place beyond the new member education process.
- The committee is concerned about the lack of intellectual advancement opportunities offered by the organization. Current strategies are largely targeted towards academic success. The committee recommends identifying the needs and passions of members and incorporating opportunities for learning into existing structures. This will allow for increased dialogue while not adding more programming for members to attend.

#### **Chapter Development Question for 2017-2018:**

- **How can Kappa Alpha Theta foster a culture of creative curiosity beyond the classroom?**

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

#### **Facilities Management**

- Kappa Alpha Theta's common damages for the year were \$62.55.
- Kappa Alpha Theta managed openings and closings with no issues.
- Kappa Alpha Theta passed life safety inspections and fire drills with zero violations.
- The chapter's House Beautification Committee is charged with improving the living experience for members. For example, the committee reorganized the facility library to make it a more effective study space for members by clearing out old furniture and digitizing library notes.
- The chapter manages a waits calendar for the kitchen and common areas. The calendars are on a rotating schedule to ensure that all members contribute to maintaining the facility.
- Kappa Alpha Theta continues to compost food in an effort to be sustainable. A chart was created to encourage members to compost at least two food items a week. Members track contributions on the chart as a way to hold each other accountable. The chapter has also been working with the chef to reduce food waste by making smaller portions and saving leftovers.
- The chapter's Sisterhood Committee is working on implementing a clothing exchange so that members can recycle unwanted clothing or choose to donate it to the local community. The committee encourages the chapter to move forward on the implementation of this project.

#### **Chapter Development Question for 2017-2018:**

- **How can Kappa Alpha Theta increase sustainability efforts by expanding upon existing green initiatives?**

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

#### **Overall Rating**

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

Kappa Alpha Theta has been working to combat challenges with member apathy and morale. The committee believes the chapter was not upfront about the severity of these issues during the accreditation process and is concerned that it stems from an organizational identity crisis. A theme that emerged is that the chapter seems to be doing things without fully understanding why. The committee encourages the chapter to face these underlying issues head on by engaging the entire membership in exploring and solving them. Defining the "why" of the organization will be

critical in moving forward to guide decision making and building buy-in from members. However, the chapter will not be successful in these efforts until championing the diversity of thought and perspectives within the organization. In order to reach full potential, the chapter must affirm and embrace the collective identity of the membership.

**The Accreditation committee assigns Kappa Alpha Theta an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is fully successful in all metrics and is an active contributor to the Greek and Lehigh communities.**

### **Chapter Development Questions**

- How can Kappa Alpha Theta apply the “why” concept from the Golden Circle to deepen leadership development?
- How can Kappa Alpha Theta increase assessment of organizational operations to inform the creation of best practices?
- Where are opportunities for Kappa Alpha Theta to develop ongoing, meaningful service opportunities within the Bethlehem community?
- How can Kappa Alpha Theta foster a culture of creative curiosity beyond the classroom?
- How can Kappa Alpha Theta increase sustainability efforts by expanding upon existing green initiatives?

### **Best Practices**

- Kappa Alpha Theta has an organized officer transition retreat called L.E.A.D (Lead, Empower, Aspire, Develop). This leadership seminar incorporates incoming and outgoing officers, alumni advisors, Headquarters’ staff, and the Assistant Director from the Office of Fraternity and Sorority Affairs. Officers work to identify priority areas for the next term and set related S.M.A.R.T. goals. The committee considers this a best practice.
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