

KAPPA DELTA

Accreditation Report
2016-2017

Leadership & Member Development

- Kappa Delta's new member education program is based around Kappa Delta's acronym GREAT. GREAT stands for growth through lifetime learning, responsibility for our own integrity and ethical actions, engagement in social and civic interests, altruistic service to others, and truth and loyalty to each other for a lifetime.
- New members are placed into groups and receive a Sisterhood Enrichment Team leader who helps the smaller groups bond outside of the new member education meetings. Some bonding activities include group coffee and lunch dates. These leaders help connect the new members with initiated members.
- Kappa Delta provides methods of engagement for members immediately following initiation. Members have the opportunity to hold positions on the accreditation committee, girl scouts committee, shamrock committee, and as Assistant Vice President of Community Service.
- Kappa Delta continues member education based off of the acronym PACE. PACE stands for personal presence, attitude, communication and enlarging our world. The committee commends Kappa Delta on the membership development plan that continues throughout the undergraduate experience.
- Kappa Delta's PACE chair organized various events for members. Some of these events included a body positivity workshop hosted by The Women's Center, costumes and cultural appropriation around Halloween, a voting workshop, a diversity workshop hosted by the Office of Multicultural Affairs, and a sober monitor workshop.
- Kappa Delta requires that all members are involved in at least one organization outside of the chapter, and 20% of its members must hold a leadership position. The leadership chair tracks membership involvement, and assists members with getting involved if they are having trouble. Members are involved in organizations such as Best Buddies, Club Soccer, and serving as a Gryphon.
- Kappa Delta had two members serve on the Panhellenic executive board in 2016-2017 as President and Vice President of Intellectual Advancement.
- The chapter's Vice President of Operations oversees the transition between outgoing and incoming leadership. This transition process incorporates three transition workshops between officers. These transitions are based upon the bLUeprint foundations and Kappa Delta's five areas of chapter excellence.
- The committee recommends that the chapter foster leadership among younger members by engaging in more chapter wide decision-making. Fostering these experiences will help members obtain transferable skills.

Chapter Development Question for 2017-2018:

- **How does Kappa Delta define leadership and help prepare members for life beyond Lehigh?**

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

Organizational Operations

- Kappa Delta set three goals based off of campus prestige, recruitment, and sisterhood. The chapter wanted to improve reputation through an increase in presence at campus events, improve chapter moral and preparation for formal recruitment, and foster a closer community developing personal relationships among all members. Individual officers also set goals at the beginning of their term.
- Kappa Delta uses various means of communication to relay information to members. The chapter uses the Group Interactive Network, a chapter-wide google drive, various social media channels, and a new white board for members who may not check the Group Interactive Network. The chapter also hosts open council meetings, where members can hear what the executive board is discussing regarding the chapter.
- Kappa Delta has strong communication with National Headquarters. Due to the age of the chapter, the President, Vice President of Membership, and Vice President of Operations have consistent meetings with the New Chapter Coordinator. The chapter also has a National Leadership Development Consultant visit the chapter once per semester.
- Kappa Delta's Standard's Board is made up of a member from each member class along with a member of the Chapter Advisory Board, and is led by the Vice President of Standards. Incidents that require a Standards Board meeting include representing Kappa Delta poorly, mistreating other sisters or themselves, struggling with a health issue, or not fulfilling obligations as a sister.
- The chapter's bylaws committee updated the bylaws to properly reflect the chapter's operations, using the national bylaws as a guide. The bylaws committee created Theta Zeta's standing rules, a set of behavioral standards, through suggestions from the chapter. All members vote on the standing rules which helps ensure accountability and awareness.
- The chapter's Vice President of Finance made changes to the chapter's budget. After reviewing the budget, the Vice President of Finance scaled down all excess money previously allocated, lowered various budgets, and added more funding to the sisterhood and academic excellence budgets. They were also able to lower monthly chapter dues which boosted efficiency and chapter morale.
- Kappa Delta's point system is based off of the five areas of chapter excellence and members can receive points in each category. The Vice President of Operations manages the point system and announces to members when point opportunities are available.
- The committee recommends that the chapter thinks about reputation beyond students and include the perspective of faculty, staff, and the Bethlehem community. The committee also recommends incorporating SMART goals to measure success.

Chapter Development Question for 2017-2018:

- **How can Kappa Delta engage in meaningful goal setting?**

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

Community Service & Engagement

- Kappa Delta engages in International Women's Friendship Month. The chapter gave away free candy and inspirational notes on the front lawn and hosted a "plus one" brunch where members invited other women to enjoy a meal and buy clothing and accessories from

vendors. This event aligns with the Confidence Coalition founded by Kappa Delta Sorority in 2009.

- Kappa Delta continues to work with the organization's national partner, The Girl Scouts of America. The chapter does not donate money to the organization, but instead collaborates to create a personal impact on participants. The chapter organized two events in both semesters for members to engage with the girl scouts to earn badges. These events were Spookopoly ("Making Games" badge), Girls Around the World ("International Girls' Day" patch), hosting a campus tour for cadets, and an Earth Day celebration ("Blue Bucket" Award and the "Firefly" Award).
- Kappa Delta hosts an annual Shamrock event for the national philanthropy, Prevent Child Abuse America and a local philanthropy, Project Child Valley Youth House. Proceeds go to programs and classes to educate young adults on how to raise families in a safe, supportive and healthy environment. The 2017 Shamrock 'n Roll event was a benefit concert and silent auction which raised over \$8,000 for the second year in a row.
- Kappa Delta engages in philanthropic events sponsored by other organizations and the Community Service Office such as Relay for Life, Dance Marathon, Spooktacular, Sock Drive, Adopt A Family, America Reads, America Counts Tutoring, Sigma Chi's Derby Days and Pi Beta Phi's PiPhi Gives You Wings.
- The chapter hosts sisterhood events each month. Some of these events include Ice Cream Sundaes, Parents Weekend, and Galantine's Day Brunch. The members believe the numerous sisterhood events have increased morale within the chapter.
- The chapter graduated its first class of founding members. The chapter has continued to engage with alumnae by sending out a newsletter and keeping up to date on various social media accounts. The alumnae also engaged with the chapter during the Back to School BBQ, Parent's tailgate, Lehigh-Lafayette football game, and the chapter's Shamrock events.
- Kappa Delta was the target of an offensive text message by a fraternity. The chapter came together to decide how best to address the situation. It was decided that the chapter would not socialize with the fraternity for the remaining of the semester, and will evaluate the partnership in the future. The committee commends Kappa Delta for holding the fraternity accountable, and being a leader within the Panhellenic community.
- The committee feels that Kappa Delta needs to expand the chapter's understanding of community. The committee recommends that the chapter works with the Community Service Office to learn different ways to engage in the community.

Chapter Development Question for 2017-2018:

- **How can Kappa Delta achieve an understanding and reasoning behind the chapter's various partnerships?**

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

Academic & Intellectual Advancement

- Kappa Delta was ranked third out of nine Panhellenic Sororities in the fall 2016 semester with a GPA of 3.46911, an increase of .14509 from the spring 2016 semester. The 3.46911 GPA placed the chapter above the All Sorority and All Greek average.

- Kappa Delta was ranked sixth out of nine Panhellenic Sororities in the spring 2017 semester with a GPA of 3.31, a decrease of .15911 from the fall 2016 semester. The 3.31 GPA placed the chapter above the All Greek average.
- Kappa Delta's spring 2017 new member class GPA was 3.05 ranking eighth out of nine Panhellenic Sororities.
- Kappa Delta had 45.6% of the chapter on the Dean's List in the fall 2016 semester and 28.1% on the Dean's List in the spring 2017 semester.
- The chapter creates academic goals based on numerical data. The chapter aspires to be the Panhellenic chapter with the highest GPA and to consistently rank above the all Greek and all sorority GPA. The committee commends Kappa Delta on setting these goals, but recommends that the chapter sets goals based on intellectual development, and not base goals solely off of metrics.
- The chapter's minimum GPA for good standing is a 2.4. Members who fall below are unable to participate in social events and cannot hold a position in the chapter. Members then create an academic plan for themselves and meet with the Academic Chair who assesses progress. Kappa Delta had zero members in academic bad standing in the spring semester. The committee recommends that that chapter raise the minimum GPA for good standing.
- Kappa Delta reserves a room in the library for members to utilize for studying. Study hours are tracked by study binders which are located in the libraries, the art studio, and the chapter house. Members are rewarded a point for every two hours completed and can receive up to two points each week.
- The chapter acknowledges sisters with positive incentives. Members can submit academic excellence nominations throughout the month to the Academic Excellence chair. At the last chapter meeting of the semester, a winner is chosen to receive a "You're A Star" gift card from Saxby's. The chapter also acknowledges members who are on the Dean's List by providing different treats.
- The chapter planned a Piñata party for members during finals week. The chapter provided food and gave sisters an opportunity to relax before they continued studying. Members found the study party helpful to be successful during finals.
- The committee recommends that Kappa Delta use various resources on campus to assist members in academic and intellectual advancement. Using these resources will build members' capabilities to be successful in the classroom, and help improve the chapter's overall GPA.
- The chapter should work to increase members' capacity to connect participation in other organizations to the Kappa Delta experience. The committee recommends that the chapter utilizes chapter meetings to provide sisters an opportunity to share what they learn from other campus involvement.

Chapter Development Question for 2017-2018:

- **How can Kappa Delta incorporate reflection to have a greater understanding of engagement throughout campus?**

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

Facilities Management

- Kappa Delta had no common damages for 2016-2017.

- Kappa Delta managed openings and closings with no issues.
- Kappa Delta passed life safety inspections and fire drills with zero violations.
- The chapter's house manager is in communication with the House Corporation Chair, the chef, Lehigh Residential Services, and chapter members. The house manager organizes kitchen duty, house chores, points-based room picks, closing and opening duties, and safety inspections. The house manager keeps members accountable to these responsibilities, and takes member feedback into decision making.
- The chapter's Environmental Chair set a goal to reduce waste and instill good recycling and environmentally friendly habits in all members. The chair hosted a workshop to discuss positive habits and members are rewarded for being eco-friendly, such as having items unplugged from outlets.
- The chapter made changes to cut back on waste. These included detailed posters placed near the main recycling and trash bins to clarify what materials are recyclable, encouraging the use of non-disposable items for meals, and having a clothing donation box in which members can donate unwanted clothing items for other members to wear.

Chapter Development Question for 2017-2018:

- **How can Kappa Delta use the facility to create a living-learning centered environment?**

In the area of **Facilities Management**, the Committee rated Kappa Delta to be an **Accredited with Excellence Chapter**.

Overall Rating

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

Kappa Delta contributed positively to the Greek community by building relationships across campus organizations and providing programs for both Greek and Non-Greek communities to engage in. Internally, Kappa Delta experienced a lot of conflict in which decisions affected the morale of members and divided the membership. The executive board provided members an opportunity to voice opinions and made decisions that all members supported. The committee recommends that Kappa Delta establish a strong identity on campus, particularly since the chapter is no longer new to Lehigh. The committee recognizes that members have a strong connection to the organization, but cannot articulate what sisterhood is. The committee is disappointed that the chapter did not expand on the report through their presentation and hopes that the chapter can communicate successes throughout the year more articulately in the future. With the use of reflection, and understanding the importance and impact of campus and community engagement, the committee believes that Kappa Delta will be taking progressive steps towards chapter development.

The Accreditation committee assigns Kappa Delta 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 does Kappa Delta define leadership and help prepare members for life beyond Lehigh?
- How can Kappa Delta engage in meaningful goal setting?

- How can Kappa Delta achieve an understanding and reasoning behind the chapter's various partnerships?
- How can Kappa Delta incorporate reflection to have a greater understanding of engagement throughout campus?
- How can Kappa Delta use the facility to create a living-learning centered environment?