

PI KAPPA ALPHA

Accreditation Report

2016-2017

Leadership & Member Development

- Pi Kappa Alpha had a brother serve on the Interfraternity Council executive board as the Programming Chair for the 2016-2017 academic year.
- Pi Kappa Alpha received two organizational awards at the 2016-2017 Fraternity and Sorority Leadership Awards: Most Improved and Tradition of Excellence for excellence in Living the Ritual.
- The chapter has at least 80% of its members involved in other student organizations across campus including Student Senate, Orientation Leaders, Engineers without Borders, and various athletics teams.
- Pi Kappa Alpha participates in leadership experiences offered by the university including Greek Emerging Leaders and the Association of Fraternal Leadership & Values (AFLV) Conference. Brothers bring these experiences back to the entire membership by leading conversations in chapter.
- The chapter regularly engages in leadership opportunities hosted by Pi Kappa Alpha Headquarters including Pike University, Chapter Executives Conference, and International Convention. The chapter shared several examples of how they implement strategies and lessons learned from other chapters across the nation including how to empower general member voices and engagement throughout chapter operations.
- Pi Kappa Alpha formerly required all sophomores to attend the Pi Kappa Alpha Headquarters regional conference. The current executive board felt this was not the most beneficial use of funding since positional leaders were the ones benefitting the most. Instead, they set a new expectation that only members who will be pursuing leadership positions must attend.
- The chapter has a structured plan for continuing education of members. The leadership position of Continuing Education Chairman is responsible for programming and education related to specific areas of development as well as empowering members to be leaders. The plan lays out focus areas for two groups: early membership and upperclassmen membership. There are also general focus areas for overall development of the membership. The committee encourages the chapter to regularly assess these practices to make sure it remains relevant and successful in achieving the goals of the plan.
- The chapter hosts multiple transition retreats that are attended by the alumni advisor, the chapter president, and the outgoing and incoming officers. These retreats allow for an in depth review of position binders outlining expectations and role responsibilities as well as the opportunity to learn and hear advice from outgoing leaders.
- The committee is concerned that Pi Kappa Alpha does not know how to effectively tell their story as an organization. The committee is familiar with much of the great work happening within the chapter but struggled to glean that from the accreditation process. The committee encourages the chapter to integrate reflection opportunities throughout membership and leadership development in order for each brother to deepen their understanding behind the “why” of the fraternity and its operations.

Chapter Development Question for 2017-2018:

- **How can Pi Kappa Alpha apply the “why” concept from the Golden Circle to leadership and member development in order to deepen the understanding behind the purpose of fraternity?**

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

Organizational Operations

- Pi Kappa Alpha collected at least 90% of member receivables or dues. The chapter attributes this success to their finance committee and the new judiciary board policy. The new policy requires unpaid members to be held accountable in a judicial board hearing. Possible sanctions include a ban from all social and alumni events and a public announcement of their payment status to the membership. Payment plans are available for brothers who cannot pay up front. The committee encourages the chapter to ensure they are inclusive and equitable in these processes to brothers of lower socio-economic status.
- Pi Kappa Alpha regularly reviews and updates chapter bylaws. The aforementioned judicial board policy regarding dues payment was added. Additionally, the chapter developed a member contract to ensure that all new members understood the expectations and responsibilities of becoming a brother of Pi Kappa Alpha.
- The chapter updated their risk management policy that is now recognized as one of the top three in the nation by Headquarters. The committee commends Pi Kappa Alpha on this success that has led to an offer to be a True Pike Experience pilot chapter. The chapter was undecided on whether or not they were going to take advantage of this opportunity. The committee encourages the chapter to recognize their potential and embrace this opportunity to be a leader for other Pi Kappa Alpha chapters in the area of risk management.
- The chapter engages the entire membership in regular goal setting alongside the Alumni Advisory Board at the conclusion of each semester. The committee recommends that the chapter work to ensure they set S.M.A.R.T. goals and measure them at the goal setting retreats. A true understanding of progress will assist the organization in understanding where there is still work to be done and identifying next steps.
- The committee commends the chapter on their successful navigation of recruitment. Pi Kappa Alpha hosted numerous alcohol-free recruitment events across both semesters. Brothers also capitalize on their campus involvement to identify potential members. The chapter utilizes a recruitment database to track if potential members meet the qualifications of the fraternity.
- Pi Kappa Alpha shared an example of making an unpopular decision in response to the current campus climate related to alcohol consumption. This decision was to cut back on social aspects of the fraternity, specifically events with alcohol, in order to minimize risk to individual members and the fraternity. Members expressed that they have been enjoying each other's company. The committee appreciated this effort to protect members and encourages the chapter to explore additional effective risk management solutions beyond canceling parties.
- The chapter reworked their judicial board to better align with the values of the chapters. This was accomplished through implementing a new judicial board process, increased transparency of judicial board operations, and the development of new policies. Meetings are held bi-weekly to hold hearings or address proactive measures to maintain standards of conduct. The committee commends the chapter on their progress in this area and recommends expanding to include positive incentives as a proactive measure.

- Pi Kappa Alpha's revamped judicial board has assisted in creating a culture of accountability within the organization. The chapter believes setting expectations for the membership is simple. The committee disagrees and recommends that the chapter reflect upon their issues related to underground members or "ghost pledges." Through these incidents, the chapter damaged some of their credibility and must work to rebuild that with campus partners.

Chapter Development Question for 2017-2018:

- **How can Pi Kappa Alpha involve general members in contributing to the positive momentum of the organization?**

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

Community Service & Engagement

- Pi Kappa Alpha consults the Community Service Office in the development of their service plan for the local Bethlehem community. The chapter maintains on-going partnerships with local and national non-profits such as the Miller-Keystone Blood Drives, Adopt-a-Family, and Broughal Middle School. The work at Broughal Middle School is extensive, with participation in the Big Brothers/Big Sisters program, Cooking Club in partnership with Alpha Gamma Delta, and Homework Club. These are only a few examples of the organization's impressive involvement. The committee commends Pi Kappa Alpha for their dedication in serving the local community. The director of the Community Service Office also speaks highly of the chapter in regards to on-going and one time service efforts.
- The committee, while impressed by the community service efforts, is concerned that the responsibility of service falls upon the younger members of the chapter. There is an expectation that first and second years fulfill 15 service hours a year while third years have 12 required hours and seniors only have 10 hours. The committee feels that this implies that upperclassmen have "done their time" and that service is not an on-going, lifetime expectation for brothers of Pi Kappa Alpha.
- Pi Kappa Alpha partners with other chapters to host philanthropic events on campus. For example, they collaborated with Alpha Chi Omega to put on Alpha Chi Olympics, a philanthropy event for Domestic Violence Awareness. The chapter also partnered with Sigma Gamma Rho, Sorority Inc. for Benefit for Babies that supported March of Dimes.
- The chapter is actively engaged with the Jewish Relief Agency (JRA) and sends 15-20 members monthly to assist in distributing food. This partnership has been cultivated in conjunction with the alumni advisor. The committee commends Pi Kappa Alpha on developing this valuable partnership and encourages the chapter to make sure it is sustainable beyond the alumni advisor's connection.
- The committee recommends that the chapter further reflect upon their service and philanthropic experiences. It feels as though the chapter is going through the motions but is not fully grasping the impact that service and philanthropy have on the community and themselves as volunteers.
- Pi Kappa Alpha expanded their alumni relations efforts by implementing two new events: a young alumni reception during Lehigh-Lafayette week and a Founder's Day Dinner. The most noteworthy, the Founder's Day Dinner, had 125 people in attendance including students, staff, friends, and more than 60 alumni. This event featured a cocktail reception at the chapter facility followed by a catered dinner in Asa Packer with a program recognizing outstanding alumni and students. The committee considers this a best practice.

- The chapter focused on the goal of increasing accountability across the brotherhood. Success of this goal is demonstrated by the reduced conduct issues from three last year to zero this year. The committee commends the chapter on this impressive progress.
- The chapter engaged in discussions about current issues facing the fraternity and sorority community at Lehigh such as the “Greek Lives Matter” t-shirt and an offensive Group Me message. Chapter members recognized that these were hurtful and were concerned with protecting their own organization from similar incidents. However, the committee is concerned that the members could not fully articulate the impact of these incidents or why they were wrong.

Chapter Development Question for 2017-2018:

- **How can Pi Kappa Alpha use community service and philanthropic experiences to deepen understanding of community issues?**

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

Academic & Intellectual Advancement

- Pi Kappa Alpha was ranked sixth out of 17 Interfraternity Council chapters in the fall 2016 semester with a GPA of 3.214, an increase of .01641 from the spring 2016 semester. The 3.214 GPA placed the chapter above the All Fraternity average.
- Pi Kappa Alpha was ranked third out of 17 Interfraternity Council chapters in the spring 2017 semester with a GPA of 3.17, a decrease of .044 from the fall 2016 semester. The 3.17 GPA placed the chapter above the All Fraternity average.
- Pi Kappa Alpha’s fall 2016 new member class ranked seventh out of 11 Interfraternity Council chapters. Pi Kappa Alpha had one new member for fall 2016 and grades are not reported for chapters who have one member or one new member per FERPA. The new member class GPA was 3.04 for spring 2017 ranking third out of 17 Interfraternity Council chapters.
- Pi Kappa Alpha had 30.9% of the chapter on the Dean’s List in the fall 2016 semester and 14.5% on the Dean’s List in the spring 2017 semester.
- The chapter established a new scholarship, the “Smart Fox” Scholarship, through a \$60,000 endowment donated by an alumnus. The committee commends the chapter on this significant opportunity and encourages working with the Office of Financial Aid to make sure awarding monies does not impact individual students’ financial aid packages.
- Pi Kappa Alpha requires that members maintain a 2.6 GPA to be recognized as an active member. If a member falls below the requirement, the brother is moved to “Academic Alumni Status”. The committee is concerned by this status as it sounds like brothers still receive some benefits of membership. It is recommended that the chapter evaluate the effectiveness of this status and work with the International Fraternity to identify more impactful solutions.
- The chapter does not have a formalized academic plan. New members are assigned a scholastic big brother by major to assist with tutoring, registration, and other questions. Otherwise, the chapter does not seem to have much of a structured plan. The committee recommends that Pi Kappa Alpha work with the Center for Academic Success and consults another fraternity with a solid academic plan in order to develop one for the chapter.

- The committee commends the chapter for taking steps to engage in diversity and inclusion conversations. However, the committee encourages Pi Kappa Alpha to take this beyond programmatic efforts. Utilizing on-campus resources such as the Pride Center, the Office of Multicultural Affairs, or the Center for Gender Equity (formerly the Women's Center) is a good first step for identifying educational opportunities.
- Pi Kappa Alpha provides positive incentives for brothers succeeding academically through a Dean's List dinner once a semester. Brothers are presented with awards for a 4.0 GPA, having the highest GPA, making Dean's List, Most Improved, and the highest big and little average GPA.
- The committee is concerned by the lack of professional development and intellectual advancement. The chapter focuses largely on academics. The committee encourages the chapter to identify needs and areas of interest within the membership in order to create an educational experience that complements the classroom.

Chapter Development Question for 2017-2018:

- **How can Pi Kappa Alpha create a structured academic plan that can help support members in meeting academic requirements?**

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

Facilities Management

- Pi Kappa Alpha had no common damages for 2016-2017.
- Pi Kappa Alpha managed openings and closings with no issues.
- Pi Kappa Alpha had a major life safety violation in fall 2016 where a security screen was open in the party room. The chapter identified the individuals responsible and held them accountable.
- The chapter had 10 violations to the general provisions of occupancy in the 2015-2016 year and decreased that number to zero this year. The committee commends the chapter on their improvements in this area and emphasizes that sustainability is key.
- The chapter worked to improve the relationship with the Office of Residential Services. Three members began working in the office and developed a greater understanding of the importance of having respect for the facility.
- Pi Kappa Alpha consistently exceeds occupancy with 110% and 107% in the fall 2016 and spring 2017 semesters respectively.
- Pi Kappa Alpha participated in International Work Day, a day organized by Headquarters to improve a chapter house and grounds. On this day, the chapter installed shelves in storage closets to improve organization and built stages for the common room couches for stadium-type seating.
- The chapter does not appear to have any sustainable, eco-friendly practices within the facility. The committee recommends that Pi Kappa Alpha explore best practices in consultation with an Eco-Rep to identify and implement green initiatives.

Chapter Development Question for 2017-2018:

- **How can the Pi Kappa Alpha build upon progress to develop best practices in facilities management?**

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

Overall Rating

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

It is clear that the words “tipping point” really resonated with the chapter from last year’s accreditation report. Pi Kappa Alpha has demonstrated progress in many areas, especially to the credit of chapter leadership. The next step is to infuse this passion for progress into the general membership by engaging them in moving the chapter forward. The committee believes that a key place to start is “why” by reflecting upon the true purpose of Pi Kappa Alpha and building everything around that. As a multi-award winner from the International Fraternity, Pi Kappa Alpha is clearly a leader for other chapters. If the chapter is strategic, the committee feels confident that Pi Kappa Alpha will quickly become a leader within the fraternity and sorority community at Lehigh University.

The Accreditation committee assigns Pi Kappa Alpha 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 Pi Kappa Alpha apply the “why” concept from the Golden Circle to leadership and member development in order to deepen the understanding behind the purpose of fraternity?
- How can Pi Kappa Alpha involve general members in contributing to the positive momentum of the organization?
- How can Pi Kappa Alpha use community service and philanthropic experiences to deepen understanding of community issues?
- How can Pi Kappa Alpha create a structured academic plan that can help support members in meeting academic requirements?
- How can the Pi Kappa Alpha build upon progress to develop best practices in facilities management?

Best Practices

- Pi Kappa Alpha expanded their alumni relations efforts by implementing two new events: a young alumni reception during Lehigh-Lafayette week and a Founder’s Day Dinner. The most noteworthy, the Founder’s Day Dinner, had 125 people in attendance including students, staff, friends, and more than 60 alumni. This event featured a cocktail reception at the chapter facility followed by a catered dinner in Asa Packer with a program recognizing outstanding alumni and students. The committee considers this a best practice.