

KAPPA ALPHA

Accreditation Report
2017-2018

Leadership & Member Development

- Kappa Alpha has a two-pronged approach to fostering leadership across the membership: the Kappa Alpha Leadership Aspiration Program and the Kappa Alpha Leadership Reflection Program. For the first, new members sit down with chapter leadership and reflect on their goals within the chapter and how they believe they can contribute to the future of Kappa Alpha. Brothers who already hold leadership positions engage in the second piece by openly reflecting on their leadership experience, whether internal or external to the fraternity, at a chapter meeting and what they have learned through that experience.
- The committee is concerned about the chapter's heavy focus on positional leadership. Based on the chapter's presentation, brothers could not articulate leadership within the chapter beyond positional roles for both active and new members. As expressed last year, the committee would have liked to see the chapter explore ways to further develop all members' leadership skills and engage them in leading the chapter regardless of position.
- The chapter continued the Every Brother a True Kap program which is a member development program that outlines expectations and experiences of brothers throughout their time as an undergraduate member of Kappa Alpha. The committee feels that these components are less developmental in nature and more of basic expectations for membership. The committee believes that a layered approach to developmental opportunities, tailored to their length of membership in the chapter is a more effective method.
- The committee is concerned that the chapter is not following its new member education plan. The chapter was required to revise the plan and get approval from the Office of Fraternity and Sorority Affairs before resuming new member education following their temporary suspension of new member activities. Following this revision, it is the committee's understanding that the chapter still did not complete initiation by the revised deadline.
- Kappa Alpha's Top 5 leaders participated in a leadership workshop with staff from the Office of Fraternity and Sorority Affairs at the beginning of their term in the fall 2017 semester. Participants engaged in a SWOT Analysis of the chapter and selected priority areas where they set goals and outlined action items to achieve those. As indicated last year, the committee would have liked to see the chapter expand their involvement with external leadership development opportunities. This could have included the Association of Fraternal Leadership & Values (AFLV), LeaderShape, and Undergraduate Interfraternity Institute (UIFI).
- Kappa Alpha hosted Professor Anderson for dinner in the chapter facility where she spoke to the brotherhood about what true leadership looks like, emphasizing that growth does not stop once someone enters a leadership position but is an ongoing process.
- The chapter made some changes in how they foster and reflect on leadership across the organization. However, the peak of educational experiences is fairly limited to new member education and positional leaders. Overall, the chapter continues to fall short on holistic member development, worsened by the inability to follow their new member education plan. The committee is concerned that the Kappa Alpha experience does not focus on individual growth nor develops an ongoing connection to the organization itself.

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

Organizational Operations

- The chapter proposed a new mission statement to be approved by the Kappa Alpha Society Executive Committee while also developing and implementing full governing bylaws. The chapter recognizes these bylaws as a living document to be edited and adaptable as the organization grows and changes. The committee commends the chapter for their work in establishing a foundation that has long been missing from the fraternity but would have liked to see this effort long ago.
- Kappa Alpha established an organizational Google calendar at the recommendation of other chapters. Additionally, the chapter created an Instagram account in order to connect with the campus community as well as alumni.
- The chapter began utilizing their standards board to incentivize good behavior. However, the committee is concerned that the chapter is not effectively utilizing their standards board for brother accountability and punitive measures. This was further proven by members' inability to speak to how and why they have been held accountable this year. The one brother who could provide an example was held accountable for missing a party duty in favor for preparing for a test the next day. While the intent was to hold members to their assigned responsibilities, this scenario instead communicates that the chapter prioritizes social events over members' academic success. The committee is concerned that the chapter is not being intentional in selecting when and why to hold members accountable.
- Kappa Alpha removed the social chair from the Top 5 and replaced that position with the risk manager in order to prioritize safety first. While the committee understands this logic, they are concerned that this was an overcorrection. Having both positions on the same level allows for open communication and assists in closing the gap between these two roles.
- The chapter made significant edits to their risk management policy. However, in the implementation, the plan was only reviewed with new members. Despite the work on the plan, the chapter still had multiple organizational incidents this year, especially with regards to social events with alcohol.
- Kappa Alpha conducted a membership review in order to identify members not meeting baseline expectations of membership as well as those who may disrupt attempts to move the chapter forward. The membership review was required as a conduct sanction. The chapter consulted with the Office of Fraternity and Sorority Affairs to identify best practices in conducting a membership review. The committee is concerned that the chapter failed to follow many of the recommendations by not interviewing and evaluating all members equally. The chapter claimed to remove 13 men, however, four of those men had previously disaffiliated, citing other reasons, and one is no longer enrolled at Lehigh University.
- The committee is concerned that many operational changes seem to be in response to incidents or required sanctions rather than being proactive to address potential issues that could arise. The chapter has failed to make significant organizational changes to both operations and internal culture. Chapter leadership has previously communicated concerns about buy-in from the general membership and the committee believes this is a contributing factor to Kappa Alpha's inability to make sustainable change.

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

Community Service & Engagement

- Kappa Alpha received a disciplinary warning after taking responsibility for violating the Student Code of Conduct as it relates to Respect for Community and Respect for the Law.

Specifically, the chapter had two off-campus parties broken up by local police on two consecutive nights during the first weekend of the fall 2017 semester.

- The chapter met with the Interfraternity Judicial Committee (IJC) following a disorderly house violation for an off-campus party on October 7th, 2017. In this meeting, the chapter reviewed their risk management plan and discussed its strengths and weaknesses.
- Kappa Alpha took responsibility for a repeated violation of the student code of conduct as it relates to Respect for Community and Respect for the Law. Specifically, the chapter had another disorderly house violation for an off-campus party on November 4, 2017. The chapter was then required to notify the Office of Student Conduct anytime they were to host future off-campus social events.
- The chapter was placed on Deferred Dissolution through December 31, 2018 and Disciplinary Probation through January 1, 2019 after being found responsible for Respect for Others—hazing; Respect for Community—posted rules and regulations; Respect for Community—false information; Respect for Community—irresponsible distribution of alcohol; and Respect for Self—unauthorized consumption, distribution, or possession. Kappa Alpha's new member education process was temporarily suspended after receiving reports of hazing and could not resume until a revised new member education plan was approved. Additional sanctions include alcohol free housing through August 1, 2018 and dry on campus through the spring 2018 semester and off campus through December 31, 2018.
- Kappa Alpha was placed on Deferred Dissolution through May 20, 2019 and Disciplinary Probation through May 20, 2020 after being found responsible for Respect for Community—irresponsible distribution of alcohol. The chapter did not have clear controls in place to ensure that underage students could not access alcohol at an off campus party. Additional sanctions include alcohol free housing through December 31, 2019; dry on and off campus through December 31, 2019; a membership review; and benchmarking risk management policies with local and national resources.
- Kappa Alpha failed to address the chapter development question for 2017-2018 asking how the chapter can create a culture of sound judgment and decision making to avoid incidents involving the chapter and its members. The continued growth of the chapter's conduct record speaks for itself. The committee has recommended that Kappa Alpha must take a more proactive approach and promote a culture of sound judgment and decision making to avoid future mishaps for the past three years. The committee is appalled with the chapter's repeated inability to address such concerning behavior.
- The chapter implemented a new philanthropy event, KAsino Night, where attendees could participate in a range of classic casino games. In partnership with Kappa Delta, the chapters raised \$1,500 for New Bethany Ministries. Kappa Alpha also continued their partnerships with Panhellenic sororities on Pie a Pi Phi and Kappa Korner.
- Kappa Alpha continued their relationship with New Bethany Ministries by having brothers move nearly 80,000 pounds of sand for their annual Luminaria Night. Additionally, some brothers went on a tour of New Bethany Ministries to learn more about how they could contribute. While this service is valuable, the committee is concerned that the chapter could not articulate their passion for this cause beyond their loyalty for their house chef.
- The chapter partnered with the National Alliance on Mental Illness (NAMI) in order to raise awareness for a cause that has directly affected their brothers. Kappa Alpha and Gamma Phi Beta collected money on the front lawn and planted flags in the grass for each donation.
- The committee commends the chapter on their newly created philanthropy board and have seen the board demonstrate a commitment to philanthropy. However, while they have increased philanthropic efforts, the chapter continues to lack meaningful, direct service to the local community. This is further demonstrated by the chapter's requirement of 10 philanthropy hours. This requirement communicates that the chapter either does not understand the difference between philanthropy and service or does not prioritize service.

- The chapter continues to maintain relationships with the Kappa Alpha VL Alumni Association as well as the Kappa Alpha Society Executive Council. The Top 5 meet with alumni board members once a semester. Additionally, the President of the Executive Council is connected with the organization through visits during the new member education process and attending the Accreditation presentation, among other engagement.

In the area of **Community Service & Engagement**, the committee rated Kappa Alpha to be an **Unacceptable Chapter**.

Academic & Intellectual Advancement

- Kappa Alpha was ranked 15th out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 2.80, a decrease 0.07 from the spring 2017 semester. The 2.80 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha was ranked 14th out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 2.79, a decrease of 0.01 from the fall 2017 semester. The 2.79 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha's fall 2017 new member class ranked eighth out of nine Interfraternity Council chapters. Kappa Alpha had one new member for fall 2017 and grades are not reported for the chapters who have one member or one new member per FERPA. The new member class GPA was 2.9 for spring 2018 ranking seventh out of 14 Interfraternity Council chapters.
- Kappa Alpha had 16.7% of the chapter on the Dean's List in the fall 2017 semester and 9.7% on the Dean's List in the spring 2018 semester.
- The committee is concerned that the chapter previously excelled academically, but now consistently ranks at the bottom of the Interfraternity Council rankings, including dead last in the fall 2017 and spring 2018 semesters. Most recently, in spring 2018, seven students earned below a 2.0 GPA.
- The chapter hosts an "A" Dinner for members who received an "A" on an exam during that particular semester. The committee had hoped to see more efforts that spread the wealth and provided ongoing recognition for brothers who were consistently academically successful and those who demonstrated significant growth.
- Kappa Alpha hosted round table discussions on controversial topics such as abortion and the Second Amendment. The committee would have liked to see the chapter build upon this by bringing in campus partners or other educational resources to add a learning component to these discussions.
- The chapter acted on a recommendation from the committee last year and built a relationship with a new faculty advisor Professor Gufstason, who has hosted workshops for the brothers ranging on topics from resume building to properly presenting in a business setting. The committee commends the chapter for identifying a faculty advisor and utilizing his expertise to educate the membership.
- Kappa Alpha members are extensively involved in academic-related organizations outside of the fraternity. The committee does not believe that the chapter is effectively leveraging this involvement to educate the larger membership on topics and skills in order to benefit their growth in and out of the classroom.
- The chapter established quiet hours within the facility. While the committee believes this is a step in the right direction, it is not clear why these quiet hours only occur on Monday, Tuesday, and Wednesday evenings considering that classes take place through Fridays.

- Kappa Alpha seniors hosted a senior job talk program where they spoke about their personal job search experiences and provided advice and lessons learned to the active and new members. The committee would have liked to see the chapter incorporate expert resources on campus such as the Center for Career and Professional Development.
- The chapter has pieces of an academic plan but nothing comprehensive. The academic plan requires new members to attend one tutoring session a week and members not in good standing to be on social probation and report their grades to the Academic Council. Kappa Alpha claims to require a 2.75 to be in good standing but the newly established bylaws outline a 2.5 requirement which establishes unclear expectations with the membership.
- Kappa Alpha has a history of ignoring their minimum GPA requirement to join, recruiting many new members that fell below that threshold. While the chapter made improvements to better align their policies and practices and recruited new members with higher grade point averages, this did nothing to push the chapter forward academically overall. In fact, Kappa Alpha's organizational GPA has continued to decline. The committee does not feel that the chapter has made significant enough efforts to create a culture that values academics or yield results in improving academic performance.

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

Facilities Management

- Kappa Alpha had zero common damages for 2017-2018.
- Kappa Alpha managed openings and closings with no issues.
- Kappa Alpha passed life safety inspections and fire drills with zero violations
- Kappa Alpha demonstrated significant growth with respect for the facility, with the exception of the first life safety inspection in the fall which was immediately straightened up. This was achieved by assigning group shifts for waits and cleans that members were then held accountable to. The committee commends the chapter for this impressive turnaround.
- The chapter hosted old battery drives and has set goals for continued eco-friendly growth next year. The committee looks forward to seeing how the chapter builds upon this year's success with implementing more green initiatives next year such as composting. The committee encourages Kappa Alpha to consult Eco-Reps and other chapters that have been successful in implementing green initiatives in their facility. This is a repeated recommendation from last year.
- Kappa Alpha's new member educator focused largely on establishing a culture of respect for the facility amongst the new members. While the committee believes this is important, it is necessary that this continue to be a chapter-wide expectation and for cleaning shifts to be at reasonable hours that also account for proper sleep and study schedules.

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

Overall Rating

Overall, Kappa Alpha has been rated an Unaccredited chapter by the 2017-2018 Accreditation committee.

Kappa Alpha worked to establish a foundation for the fraternity through the creation of a mission statement and bylaws and basic facilities management, among other things. However, much of their efforts were the result of required sanctions and the committee feels strongly that the chapter did not demonstrate enough growth to indicate that they deserve to continue as a recognized organization on this campus. Most notably, the chapter's conduct record has continued to increase, despite efforts to develop a comprehensive risk management plan and establish cultural changes. The chapter has failed at holding members accountable and making difficult unpopular decisions about who should hold membership within the chapter. When Kappa Alpha was required to conduct a membership review, a true opportunity for some immediate culture change and renewed expectation setting, the chapter did not follow recommendations and failed to fairly and effectively evaluate every member of the organization. This is a blatant disregard of the severity of their situation and is just the most recent example of their inability to follow through on feedback and recommendations.

The following statement made by the 2016-2017 Accreditation committee continues to remain true, "Kappa Alpha has remained stagnant and has continued to ignore repeated recommendations made by the committee across all metrics." The chapter has been consistently reminded by the Office of Fraternity and Sorority Affairs, the Office of Student Conduct and Community Expectations, Accreditation committees, their alumni, and other stakeholders that they needed to show improvement around general member accountability, their impact as an organization on the community around them, garnering member buy-in, and academic performance. The lacking sense of urgency from the chapter leadership combined with the deep-seated general member apathy has prevented Kappa Alpha from creating sustained cultural change. Kappa Alpha has been rated Unaccredited for 2017-2018, a second consecutive year, thus immediately losing chapter recognition and rights to group housing.