

KAPPA ALPHA PSI

Accreditation Report

2017-2018

Leadership & Member Development

- Kappa Alpha Psi created SMART goals that connected directly to the five objectives of the organization. Members felt these goals allowed the chapter to focus their efforts on the most critical items. The committee commends the chapter and encourages members to continue this practice.
- The chapter had one member attend the Association of Fraternal Leadership and Values conference. The member explored his chapter and council identities at a predominantly white institution with peers from across the nation. The member shared new ideas with the Cultural Greek Council based on his AFLV experience.
- The chapter is active in regional and national programming offered by Kappa Alpha Psi. Four brothers attended the C. Rodger Wilson Leadership Conference and the entire membership participated in the 88th Province Council meeting, where two new members were initiated.
- The chapter implemented a new communication strategy with alumni based on their experience at the province Polemarch Roundtable. Brothers created a group chat with undergraduate and alumni members to share event information.
- The committee is pleased that members are taking advantage of several campus, chapter and national leadership opportunities and challenges members to share lessons learned with the larger community.
- Kappa Alpha Psi members discussed the “danger of deference” at the spring province meeting. Members feel that they respect those that came before them but have moved away from deferential treatment of alumni members. The committee recommends that the chapter continues to explore this concept and share with other culturally-based organizations.
- The chapter had one member serve on the 2017-2018 Cultural Greek Council executive board as the Social Media Chair. Another member will serve as the Secretary on the 2018-2019 board.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Psi improve transition within the chapter beyond alumni involvement?**

In the area of **Leadership & Member Development**, the committee rated Kappa Alpha Psi to be an **Accredited with Excellence Chapter**.

Organizational Operations

- The chapter hosted Kappa week in the fall 2017 semester. The chapter realized that successfully executing four programs in seven days would require planning and organization well in advance. Highlights included Kappa Konversations, a discussion on campus climate at Lehigh and Moravian College, and the Krimson and Kream Ball.
- The chapter began a shared Google Doc that outlines important processes for event planning such as making flyers, organizing a budget and applying for funding. Coupled with the

feedback recorded during Kappa Konversations, the chapter is beginning to create documentation for future members.

- The committee commends Kappa Alpha Psi on its marketing materials used throughout the 2017-2018 academic year and hopes that the chapter will share with campus partners (Office of Fraternity & Sorority Affairs, Office of Multicultural Affairs) for promotion opportunities in the future.
- Kappa Alpha Psi hosts public informational meetings to generate student interest in pursuing membership. Additionally, the chapter organizes study sessions to demonstrate the value of education to potential candidates. The committee encourages the chapter to consider a cohesive values-driven recruitment plan.
- The committee recognizes the huge amount of work completed by the brothers this year. The committee recommends that the chapter build partnerships with campus clubs and organizations with larger memberships which would distribute tasks among more students and increase awareness of Kappa Alpha Psi.
- The chapter failed to meet the attendance requirement for the bystander intervention workshop, *Intervene*, hosted in fall 2017.
- Kappa Alpha Psi addressed the 2016-2017 chapter development question by visiting other citywide chapters to observe their operations. The chapter also reached out to Delta Eta, the Philadelphia citywide chapter, and attended their Kappa week programming to gain ideas about bridging the gap between multiple campuses.
- The chapter discussed “chill sessions” as a method of using the brotherhood to navigate difficult situations (personal life, family distractions, etc). The committee applauds the chapter for creating spaces where members can be vulnerable with one another and using campus resources as needed. The committee also recommends bringing some structure to these sessions may be beneficial.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Psi develop a recruitment strategy that will sustain membership year to year?**

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

Community Service & Engagement

- Kappa Alpha Psi capitalized on the involvement of two members in the Creative Vibes community and hosted Vibes Week. This natural partnership featured student artists in a variety of capacities: comedy, musical performance, and visual display. The committee hopes to see more collaborations like this in the future.
- The chapter wanted to support a local organization and be a part of relief efforts as a result of the multiple hurricanes. The chapter worked with the Lehigh Valley Hispanic Center in two ways. Members gave their time by volunteering for a food drive and donated proceeds from Kappa Week to the center. The committee commends the chapter on serving the Bethlehem community.
- Kappa Alpha Psi members are involved with the campus community through their participation in the Men of Color Alliance (MOCA). Brothers feel it is important to empower students of color at Lehigh and co-lead the group in meetings, discussions and planning events.

- The chapter continued their involvement with STRIVE, Inc. as a part of the Guide Right initiative. Members mentor at-risk students in local high schools through academic support, college preparation, and topic-specific workshops. The after school program is designed to motivate youth to be leaders within their communities.
- The chapter is viewed as a leader regarding multicultural issues on campus. The Cultural Greek Council held a rally in the fall semester on the DACA program and the potential consequences for Lehigh students as the program ends. This initiative was spearheaded by a Kappa Alpha Psi member and illustrates the support of the brotherhood as issues arise.
- Kappa Alpha Psi addressed the gap between the Moravian and Lehigh campuses by hosting a 30th anniversary celebration at Moravian. The chapter acknowledged that communication is a key piece in being successful on multiple campuses.
- Kappa Alpha Psi's Krimson and Kream Ball attracted students from institutions across the Lehigh Valley: Lafayette, Muhlenberg, Ursinus and DeSales. The chapter set a goal to bring students together from multiple schools and this event provided a great opportunity to accomplish it.
- The chapter continues to be active within the Cultural Greek Council community, participating in the Yard Show, attending council meetings regularly, and supporting other organization's programs.
- The committee appreciates that brothers of Kappa Alpha Psi are highly engaged members of the Lehigh community, both inside and outside of Greek life. The committee challenges the chapter to connect member involvement back to the fraternity experience and vice versa.

Chapter Development Question for 2018-2019:

- **How can the chapter utilize Omicron Kappa alumni in career development opportunities?**

In the area of **Community Service & Engagement**, the committee rated Kappa Alpha Psi to be an **Accredited with Excellence Chapter**.

Academic & Intellectual Advancement

- Kappa Alpha Psi was ranked first out of one Cultural Greek Council fraternity chapter in the fall 2017 semester with a GPA of 2.39, a decrease of 0.02 from the spring 2017 semester. The 2.39 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha Psi was ranked first out of one Cultural Greek Council fraternity chapter in the spring 2018 semester with a GPA of 2.65 an increase of 0.26 from the fall 2017 semester. The 2.65 GPA placed the chapter below the All Fraternity and All Greek average.
- Kappa Alpha Psi's spring 2018 new member class GPA was 2.17 and was the only Cultural Greek Council fraternity chapter to conduct new member education.
- The committee commends the chapter for holding members accountable to academic standards. Two members were placed on suspension due to poor performance.
- The chapter engages in consciousness-raising efforts around current events and social issues. The committee is pleased with the chapter's activism and encourages the chapter to form strategic campus partnerships which would assist in spreading their message.
- Kappa Alpha Psi encourages members to seek academic support beyond what the chapter provides suggesting that individual members regularly check-in with professors. The

committee repeats the recommendation from 2016-2017 that the chapter develop an academic plan that includes campus resources.

- Kappa Alpha Psi does not currently have a faculty/staff advisor. The committee recommends that the chapter recruit a faculty or staff member that would reinforce academic standards, provide support, and connect members with resources. This person could be employed at either Moravian or Lehigh and could serve as an advisor across campuses.
- The chapter hosts regular study hours for members and potential candidates, called Kappademiks. The chapter feels this creates an atmosphere of mutual responsibility for academic success on both Lehigh and Moravian's campuses.
- The chapter had one member that worked in the Office of Multicultural Affairs during the 2017-2018 academic year. His Real-Talk series assignment improved his communication and public speaking skills. The committee recommends that lessons learned outside of the chapter are shared with members to foster intellectual development.

Chapter Development Question for 2018-2019:

- **How can the chapter incorporate and capitalize on campus resources to foster members' academic success?**

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

Overall Rating

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

Kappa Alpha Psi accomplished a lot in the past year and the committee is pleased to see growth in several areas. The chapter clearly paid attention to the chapter development questions posed in the 2016-2017 report and implemented practices to support their success including goal-setting, advanced planning, and record keeping. The chapter continues to navigate a multi-campus experience for members and improved communication to address associated challenges. Members are active, engaged citizens of Lehigh making important contributions to the Cultural Greek Council and larger Greek community. The committee urges the chapter to build on this year's momentum by formalizing some of the important chapter operations such as academic planning/support and recruitment.

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

Chapter Development Questions

- How can Kappa Alpha Psi improve transition within the chapter beyond alumni involvement?
- How can Kappa Alpha Psi develop a recruitment strategy that will sustain membership year to year?
- How can the chapter utilize Omicron Kappa alumni in career development opportunities?
- How can the chapter incorporate and capitalize on campus resources to foster members' academic success?