

KAPPA ALPHA THETA

Accreditation Report
2017-2018

Leadership & Member Development

- Kappa Alpha Theta had two sisters on the Panhellenic Council executive board as the Vice President of Intellectual Development and the Vice President of Finance for the 2017-2018 academic year. The chapter consistently has multiple members serving on the board.
- The chapter was recognized for their progress in improving member morale with the Most Improved award at the 2018 Fraternity and Sorority Leadership Awards. Chapter leadership worked to listen to member voices and implemented a more effective point system.
- Kappa Alpha Theta has more than 92% of the membership involved in 64+ organizations across campus with 48% of members serving as leaders within those organizations. Members were able to strongly articulate how they live out their motto of “Leading Women” through their experiences both internally and externally to the organization. The committee commends the chapter for making connections between their experiences and how Kappa Alpha Theta has contributed to their development as leaders.
- Kappa Alpha Theta holds an annual officer transition retreat called L.E.A.D. (Lead, Empower, Aspire, Develop). This leadership seminar incorporates incoming and outgoing officers, alumni advisors, and Headquarters’ staff. Officers work to identify priority areas for the next term and set related SMART goals. The committee considers this a best practice.
- The chapter addressed past issues with the nomination and election process for officers. They held modules to educate members on the roles and importance of the executive board. Additionally, they increased transparency when implementing a new officer structure that brought the total number of available positions from 24 to 16. The chapter successfully elected new officers through one election process, an improvement from last year’s multiple.
- The chapter held multiple Ritual Appreciation Modules to educate members on the meaning of ritual and living it out in daily life. The committee is concerned that, despite these modules, the chapter still has a surface level understanding of ritual and could not articulate that it lasts beyond the collegiate years. The committee encourages the chapter to dig deeper in order to establish a strong connection between members and the organization.
- The committee is impressed by the level of involvement across campus from Kappa Alpha Theta members but cautions the chapter to carefully consider balancing involvement and over-involvement. This will help prevent burnout and future morale issues.
- The committee believes the chapter could be doing more to intentionally develop “Leading Women” beyond the new member education process. The committee encourages the chapter to create an intentional member development plan that incorporates ongoing, non-positional leadership development, as well as other skills.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Theta capitalize on current practices to formalize development across the member experience while also avoiding over-programming?**

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

Organizational Operations

- Kappa Alpha Theta overhauled their points system to address morale and incentivize member engagement. Named the Bettie Bar after a founder, this new system expects members to maintain zero points, at minimum. Members earn points by attending optional sisterhood events, supporting a sister's program or event on campus, or volunteering to be an event monitor. Members lose points for missing mandatory events without an excused absence. If members are below zero, they cannot attend date parties or formals. The committee commends the chapter for their success with this new initiative and recommends that the chapter consider setting a higher standard since points are easy to earn.
- The chapter has an established five year strategic plan but the committee is concerned that this is not being fully utilized or communicated to the general members. The committee recommends that the chapter consider re-drafting it to become a three year plan so that it can be carried out to fruition before members completely cycle out.
- Kappa Alpha Theta strives to listen to the chapter voice by distributing polls and anonymous forms for member feedback as well as scheduling intentional time to debrief and check-in with one another. One example of this is ongoing fireside chats. These fireside chats provide spaces where members can speak on any topic and build bonds during vulnerable discussions.
- The chapter's Member Development Committee (MDC) serves as a judiciary body and positive reinforcement. This committee is comprised of the Chief Executive Officer, the Chief Operating Officer, the Human Resources Director, and one representative from each member class. Chapter members are encouraged to attend a weekly "open mic" where they can discuss anything with the committee. MDC is also used to recognize and incentivize members through Sister of the Week and Senior Spotlight.
- The chapter has worked to increase financial transparency. The Chief Financial Officer (CFO) creates a budget each year to be approved by Kappa Alpha Theta Headquarters. From there, the CFE presents a weekly expense report at chapter meetings and anonymously announces how many members are currently financially delinquent.
- Kappa Alpha Theta bounced back with a 50% increase in new members after being significantly under quota following primary recruitment in spring 2017. After distributing post-recruitment surveys, the chapter identified where members were unsatisfied with the chapter's recruitment processes. This year, they engaged more members by implementing Round Chairs who took the lead on each round of primary recruitment. Additionally, they increased the focus on values based recruitment showcasing the four points of the kite, a meaningful piece of what it means to be a Kappa Alpha Theta, in order to attract potential new members who connected with the purpose and values of the organization.
- The chapter's Risk Prevention Team implements safe practices for social events. Members are asked to volunteer to be event monitors and then must attend a risk prevention module to be appropriately trained. Additionally, the chapter hosts a "Social Hour", a mandatory dry hour at the chapter facility where food is provided for members and their guests, prior to Kappa Alpha Theta sponsored social events to promote safe drinking habits and discourage pre-gaming. Finally, new this year, the chapter implemented a buddy system to increase peer to peer accountability. Each member and their guest is paired with another couple and if one pair is asked to leave an event for misconduct, both pairs must leave.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Theta create and implement a strategic plan that complements each year's L.E.A.D. goals and is realistically achievable?**

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

Community Service & Engagement

- Kappa Alpha Theta continued their philanthropy event and 5x10 program, Candyland for CASA, in support of their national philanthropy: Court Appointed Special Advocates (CASA). In partnership with Phi Delta Theta, organizations from across campus hosted mini games. Students in attendance paid a \$5 entry fee and completed games to earn raffle tickets.
- The chapter implemented a new philanthropic effort, Cookies for CASA. Members baked cookies in the house for students to order and have delivered to them on campus. Through this event, students could also pre-purchase tickets to attend Candyland for CASA. Between both events, Kappa Alpha Theta raised a record amount of money totaling nearly \$2,500.
- Kappa Alpha Theta realized their staple spring philanthropy event, Kicks for CASA was not effective in raising money or awareness. Therefore, the chapter chose to focus their efforts on multiple smaller events rather than one large event. The committee commends the chapter for making this tough decision. The committee was equally impressed by the chapter's ability to articulate why their philanthropy is important to them and considers their efforts and high level of understanding a best practice.
- The chapter consistently has multiple members in attendance at weekly Panhellenic Council meetings and Greek Allies meetings, among other programs. In recognition of this ongoing commitment, Greek Allies awarded them a certificate for "Most Consistent Support". This demonstrates the chapter's desire to remain engaged with important community topics.
- Kappa Alpha Theta requires members to fulfill five service hours per semester, a requirement that they have had trouble with in the past. This year the chapter participated in the South Side Clean Up and hosted a Day of Service where members volunteered at Broughal Middle School. They also use the GIN System for members to track service they complete on their own. As a result, the chapter averaged roughly 11 service hours per member per semester.
- The committee appreciates the chapter's growth in direct service to the community and hopes to see that continue by establishing ongoing partnerships for chapter-wide service initiatives. Additionally, the committee recommends that the chapter deepen the understanding behind the "why" of service by incorporating member reflection. This is a repeated recommendation from last year.
- The chapter participates in a variety of philanthropic events across campus including Relay for Life, Kappa Delta's So You Think You KΔn Dance, Delta Upsilon and Alpha Phi's Lassoing Leukemia, and more.
- The committee is concerned by the lack of alumnae engagement. The chapter also acknowledged this as an area of improvement for next year. The committee recommends consulting other chapters to learn about best practices and requesting feedback from alumnae about how they wish to be engaged with the organization.
- Kappa Alpha Theta continued to host brunches with fellow chapters and expanded this beyond the Panhellenic community to include chapters from all three governing councils, following a past recommendation. These brunches are held in an effort to develop better relationships and provide a space to discuss fraternity and sorority community issues.

Chapter Development Question for 2018-2019:

- **What opportunities exist for the chapter to foster ongoing alumnae engagement beyond individual connections?**

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 2017 semester with a GPA of 3.33, an increase of 0.18 from the spring 2017 semester. The 3.33 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta was ranked fourth out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.36, an increase of 0.03 from the fall 2017 semester. The 3.36 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta's fall 2017 new member class GPA was 3.37 ranking first out of five Panhellenic sororities. The new member class GPA was 3.49 for spring 2018 ranking first out of eight Panhellenic Sororities.
- Kappa Alpha Theta had 30.9% of the chapter on the Dean's List in the fall 2017 semester and 40.8% on the Dean's List in the spring 2018 semester.
- Kappa Alpha Theta hosted their advisor from the Office of Fraternity and Sorority Affairs at a chapter meeting to facilitate a discussion around why members drink, how stereotypical gender roles inform hookup culture and other nuances of the campus social scene.
- The chapter invited the Counseling Center to host a seminar about mental health where they discussed the differences of normal versus abnormal anxiety and how that manifests. Additionally, they addressed the warning signs of depression, eating disorders, and unhealthy study habits so that sisters had a better idea of when others may need help.
- The chapter implemented a new program, Tough Talks with Theta, in order to create spaces where the chapter can learn about and discuss controversial topics. For example, the first discussion focused on the use of the 'n'-word and what is or is not acceptable. These conversations were facilitated by faculty or staff members who had more knowledge and resources on the topic. The committee commends the chapter for polling members to identify topics of interest and inviting in other organizations to engage in these conversations. The committee considers this a best practice.
- Kappa Alpha Theta increased the minimum GPA requirements to a 2.5 for general members and a 2.8 for elected officers. Any members who fall below the threshold are placed on academic probation and are expected to meet individually with the chapter's academic advisor to develop a plan of action that incorporates available resources including tutoring, office hours, and more. These members must submit their exam scores during the probationary period for monitoring if extra intervention is needed.
- The committee is concerned that the chapter recommends instead of requires members to take advantage of certain resources, such as faculty office hours or study hours, making them ultimately optional. Additionally, the committee encourages the chapter to consider how they can proactively support members at all levels of academic performance and assist members before they slip below the required GPA threshold.
- The committee encourages the chapter to consider raising the 2.8 minimum GPA requirement for elected officers. Leadership positions are a significant time commitment and it is important that members demonstrate strong, stable academic performance before taking on additional responsibilities.
- Kappa Alpha Theta does not currently have many efforts to engage faculty through programs or as an advisor. The committee recommends that the chapter first identify a faculty advisor that they have a positive relationship with, who will bring skills or knowledge that will assist the chapter in an area of development.

- Kappa Alpha Theta recognizes academic success through an annual scholarship banquet. Gift cards are awarded to members for making the Dean's List, the highest big and little combined GPA, and any members who hold a top three GPA in each college. Members are encouraged to invite guests, including professors. This is another opportunity for the chapter to increase faculty engagement beyond the classroom.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Theta develop a comprehensive scholarship plan that incorporates proactive measures and encompasses the entire membership?**

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

Facilities Management

- Kappa Alpha Theta had no common damages for 2017-2018.
- 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 successfully met occupancy for both the fall and spring semesters.
- The chapter addressed last year's life safety violations in the pantry and recruitment closet. They have hired a new chef whose responsibility it is to ensure that the pantry is up to code and a team of members took responsibility to clear out and organize the recruitment closet.
- Kappa Alpha Theta has two Eco-Reps within the chapter that hosted mandatory modules on recycling and composting. The committee encourages the chapter to act on what they have learned to implement greener initiatives in both common spaces and individual rooms.
- The committee encourages the chapter to review current practices and consult other Panhellenic chapters to develop best practices for facilities management, including the tracking of guests and certifying individual rooms for eco-friendly practices.
- The chapter did not expand on much of their facilities management practices which made it hard for the committee to get an accurate picture of their efforts and areas for improvement. The committee recommends that the chapter balance a creative approach to telling their story while also providing robust information about the chapter's efforts.

Chapter Development Question for 2018-2019:

- **How can Kappa Alpha Theta utilize their resources, including other chapters, to develop best practices with regards to facilities management?**

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 2017-2018 Accreditation committee.

Kappa Alpha Theta has clearly done a lot of work to successfully address morale, a problem that has persisted over the past several years. The chapter also did a good job of telling their story

through the motto of “Leading Women”. Increasing member morale and recruiting a successful and strong spring new member class are testaments to their efforts. Now that Kappa Alpha Theta is on an upward trajectory, the committee believes that the chapter is well positioned to focus on going above and beyond in other areas. This can be achieved by approaching all things with increased intentionality, ensuring that everything connects back to the purpose of the organization and has an impact on member development and learning. For an organization that is filled with campus leaders, the committee would like to see Kappa Alpha Theta capitalize on their members’ skills to propel the chapter forward in becoming a leader within the Panhellenic community and the fraternity and sorority community overall.

The Accreditation committee assigns Kappa Alpha Theta 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 Theta capitalize on current practices to formalize development across the member experience while also avoiding over-programming?
- How can Kappa Alpha Theta create and implement a strategic plan that complements each year’s L.E.A.D. goals and is realistically achievable?
- What opportunities exist for the chapter to foster ongoing alumnae engagement beyond individual level connections?
- How can Kappa Alpha Theta develop a comprehensive scholarship plan that incorporates proactive measures and encompasses the entire membership?
- How can Kappa Alpha Theta utilize their resources, including other chapters, to develop best practices with regards to facilities management?

Best Practices

- Kappa Alpha Theta holds an annual officer transition retreat called L.E.A.D. (Lead, Empower, Aspire, Develop). This leadership seminar incorporates incoming and outgoing officers, alumni advisors, and Headquarters’ staff. Officers work to identify priority areas for the next term and set related SMART goals. The committee considers this a best practice.
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