

KAPPA DELTA

Accreditation Report
2017-2018

Leadership & Member Development

- Kappa Delta had a sister serve on the Panhellenic executive board as Vice President of Internal Recruitment for the 2017-2018 academic year.
- The chapter develops members based on the “PACE” philosophy to communicate the expectations of membership in Kappa Delta. PACE stands for personal presence, attitude, communication and enlarging our world. The committee believes ongoing membership development is important and recommends that the chapter consider how they are communicating expectations, specifically around “personal presence”, to ensure an inclusive environment.
- The committee commends the chapter on the three-part officer transition plan and the influence of the five foundations of bLUeprint. The three components include an analysis of the previous Council’s performance, individual and chapter goal setting, and team building amongst the various chains of command.
- The chapter demonstrated an understanding that leadership is not positional in nature but struggled to fully define what leadership means to Kappa Delta. The committee hopes to see the chapter further develop the concept of “confidence through leadership” as they continue to encourage members to be leaders in their daily lives.
- Kappa Delta requires 100% of chapter members to be involved in other organizations on campus and requires that at least 20% hold leadership roles. Members currently serve as leaders across the Lehigh campus community as Orientation Leaders, Greek Emerging Leaders (GEM), Gryphons, and more.
- The committee commends the chapter on sharing their story through the lens of Kappa Delta’s international platform, Confidence Coalition. This demonstrates a strong connection to the purpose and values of Kappa Delta.
- The chapter participates in leadership opportunities hosted by Kappa Delta National Headquarters such as the Biennial National Collegiate Training Academy. This provides chapter leadership the opportunity to develop leadership skills and learn from other Kappa Delta chapters. The chapter implemented a new risk management practice this year as a result of attending this program.
- The committee commends the chapter for demonstrating a strong understanding of ritual. Chapter members were able to articulate what Kappa Delta ritual means to them on an individual and personal level.
- Kappa Delta hosted a Greek Allies meeting in the chapter house that nearly a third of the chapter attended. The committee commends the chapter for establishing a culture of creative curiosity across the membership and supporting the fraternity and sorority community in exploring topics of diversity and inclusion.
- Kappa Delta’s new member education plan sorts new members into Sisterhood Enrichment Teams or “SET groups” that consist of four new members led by an active member. The purpose of these groups is to integrate new members into the organization and check-in on a weekly basis to ensure a smooth transition.

Chapter Development Question for 2018-2019:

- **With the graduation of the remaining founding members, how can the chapter continue to build upon the established principles and priorities of the organization?**

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

Organizational Operations

- Kappa Delta's Executive Council sets Chapter Excellence Goals at the beginning of their term and conducts regular progress check-ins with each Chain of Command. To ensure they are meeting these goals, the Vice President-Operations sends out a survey to general members which is later shared with National Headquarters to identify three focus areas for improvement. The current Executive Council has set goals to make improvements in the areas of academic excellence, recruitment, and sisterhood.
- The committee commends the chapter for tightening risk management efforts related to social events with alcohol. A buddy system was adopted from a fellow Kappa Delta chapter for members to hold each other accountable during social events. Additionally, the chapter now requires members to sign into these events by finding their name on a non-alphabetized list with the intent to identify anyone who may be impaired.
- The chapter has an operational standards board led by Vice President-Standards with representatives from each member class and an alumna advisor. This year, the chapter increased transparency of the standards board process by sharing possible sanctions associated with different policy violations.
- The chapter requires new members to sign an anti-hazing statement after joining the organization. While the committee is pleased the chapter is working to prevent hazing in the new member education process, the committee is concerned that the language of "allowing herself to be hazed" places the onus on new members rather than holding active members responsible for creating such an environment.
- The committee commends the chapter for the efforts to gather input from chapter members to be used to inform future practices. This includes the Chapter Excellence Survey, Compliments and Concerns, and Senior Exit Interviews. The committee encourages the chapter to consider additional ways to collect feedback while avoiding survey fatigue.
- Kappa Delta has a Bylaws Committee that is responsible for reviewing the chapter bylaws and standing rules on a bi-annual basis, or at any time per the request of a chapter member. Members are expected to be familiar with and adhere to these rules. Violations could result in fines or bad standing within the chapter.
- The chapter utilizes a points system where members are expected to earn a required amount of points per semester based on the five areas of chapter excellence: academic excellence, leadership, membership, community service, and social success. Chapter members may also earn points for attending campus events that are in alignment with Kappa Delta values.
- Kappa Delta regularly provides positive incentives to recognize and encourage chapter members. Ongoing initiatives include Senior Spotlight, Snap Cup, and Sisterhood Book. Members are also recognized at random with a box of Hot Tamale candy beneath their chair at a monthly formal chapter meeting. Whomever finds the Hot Tamale candy receives appreciations and reflections about themselves from fellow sisters.
- The chapter demonstrated a foundational understanding of trans-inclusion within the fraternity and sorority community, including their ability to set their own chapter membership policies. The committee recommends that the chapter build upon this by working with

various on-campus resources to further explore different identities and to develop inclusive practices related to recruitment and across the organization.

Chapter Development Question for 2018-2019:

- **How can the chapter expand current goal setting efforts to create a multi-year strategic plan?**

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

Community Service & Engagement

- Kappa Delta was placed on Disciplinary Probation through December 31, 2017 after pleading responsible for Respect for Self-unauthorized consumption. Specifically, chapter members and guests were drinking alcohol in individual rooms within the chapter facility prior to a social event hosted by Kappa Delta.
- The chapter participated in a Design Thinking Workshop hosted by The Baker Institute following their conduct incident in order to explore creative problem solving to risk management issues. The committee commends the chapter on seeking out new campus partnerships to develop new solutions to old problems and considers this a best practice.
- Kappa Delta put a new spin on their annual Shamrock event by hosting a team-based dance competition, "So You Think You KΔn Dance", with participation from 24 fraternities and sororities. The committee commends the chapter for raising over \$8,000 for the third year in a row in support of Prevent Child Abuse America and Project Child Valley Youth House.
- Kappa Delta continued their partnership with the Girl Scouts. The chapter gets directly involved in helping local Girl Scout troops complete a Journey or Badge through two events each semester. The chapter hosted a Girls around the World event that allowed the troop members to learn about different cultures across the globe. The committee commends the chapter on this partnership and encourages them to consider how they can also use this as an opportunity to integrate confidence building into these efforts.
- The chapter works with Chi Phi fraternity in volunteering for a local tutoring program, Project Learn. Together, these chapters work to volunteer three times a week for an hour each to tutor students at Donegan Elementary School.
- The committee feels that the chapter struggled to use lessons learned from individual service experiences as opportunities for greater chapter learning. The committee recommends that the chapter intentionally reflect on how they build confidence through service and the impact their service efforts have on the local community.
- The chapter hosted a Welcome Back BBQ and implemented an annual newsletter for their growing alumnae base. The committee feels this is a good start and encourages further consideration of how the chapter can develop strong alumnae connections from the beginning.
- Kappa Delta regularly participates in other organizations' philanthropic and service efforts including Dance Marathon, Relay for Life, Spooktacular, South Side Cleanup and more.
- The committee recommends that Kappa Delta evaluate their role as Bethlehem community members both on an individual and chapter level. As the campus community works to improve relations with the local South Bethlehem community, the committee encourages the chapter to consider how they may engage with the community beyond service initiatives.

Chapter Development Question for 2018-2019:

- **How can Kappa Delta think proactively to further strengthen risk management efforts to prevent future incidents?**

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

Academic & Intellectual Advancement

- Kappa Delta was ranked fifth out of nine Panhellenic Sororities in the fall 2017 semester with a GPA of 3.37, an increase of 0.06 from the spring 2017 semester. The 3.37 GPA placed the chapter above the All Greek average.
- Kappa Delta was ranked seventh out of eight Panhellenic Sororities in the spring 2018 semester with a GPA of 3.30, a decrease of 0.07 from the fall 2017 semester. The 3.30 GPA placed the chapter above the All Greek average.
- Kappa Delta's spring 2018 new member class GPA was 3.23 ranking sixth out of eight Panhellenic Sororities.
- Kappa Delta had 33.7% of the chapter on the Dean's List in the fall 2017 semester and 27.3% on the Dean's List in the spring 2018 semester.
- The chapter increased their minimum GPA requirement to a 2.5 cumulative GPA with approval granted from National Headquarters after being established for 5 years. The committee commends the chapter for acting on a recommendation from last year and setting a higher standard for academic success.
- The chapter has an Academic Excellence Plan where any members below the newly established 2.5 GPA minimum are considered in bad standing and placed on a probationary status. These members are required to sign a contract committing to earn 10 positive academic points that can be earned through utilizing a variety of academic resources on campus or receiving an "A" on an exam, paper, or project. No Kappa Delta members are currently on probation.
- Kappa Delta implemented a new program called "Pearl Pals" where new members are paired with an active member of a similar major. Each pair meets to discuss class registration for next semester, in addition to meeting with their Lehigh University academic advisor. The committee encourages the chapter to expand upon this to foster a true mentoring relationship.
- The committee commends the chapter for their "How-To" weekly video series that aims to teach members every day skills that are not taught in the classroom, such as how to fill out a W-4 Form. The committee encourages the chapter to build upon these efforts to foster intellectual development across the membership.
- The chapter partnered with the Center for Career and Professional Development to host a workshop. This workshop focused on preparing members for networking opportunities and searching for jobs or internship experiences.
- The committee does not feel that the chapter is utilizing their faculty advisor to the full extent. The committee recommends that the chapter identify areas in which their faculty advisor can add value to academic and intellectual initiatives.
- Kappa Delta recognizes members' academic successes with a weekly "You Guac!" Award for a member who excelled on an assignment, received a job or internship offer, or other academic and intellectual accomplishments. Additionally, the chapter holds a Dean's List Celebration each semester.

- Kappa Delta new member, Chloe Sider, helped to spearhead the Lehigh University trip to Washington, D.C. for students to participate in March for our Lives. The committee is pleased to see the chapter support members' passions and encourages the chapter to take advantage of these opportunities to facilitate difficult dialogues for members to learn from others' perspectives and explore important, sometimes controversial, topics.
- The chapter began placing balloons on each members' door in the facility during exam weeks to represent each exam they have. Once members complete the exam, they pop the balloon. This communicates to others when sisters have exams and encourages fellow sisters to be considerate and quiet.

Chapter Development Question for 2018-2019:

- **How can Kappa Delta be intentional in offering intellectual development opportunities that are of interest to members and foster intragroup dialogue?**

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 2017-2018.
- Kappa Delta managed openings and closings with no issues.
- Kappa Delta passed life safety inspections and fire drills with zero violations.
- The chapter successfully met occupancy for both the fall and spring semesters.
- Kappa Delta implemented a guest book for the chapter facility. This requires all guests to sign-in when visiting. The committee considers this a best practice and encourages the chapter to think through how these records are maintained and expunged regularly.
- The chapter implemented quiet hours in order to create a more hospitable environment. Additionally, room monitors are assigned to hold members accountable to respecting established house rules. The committee commends Kappa Delta members for demonstrating a strong understanding that their facility is their home, not just somewhere they live, and desiring to respect the space.
- The committee recommends that the chapter work with Eco-Reps or other campus experts to explore opportunities to implement green initiatives in the facility both in individual rooms and larger common spaces.
- Kappa Delta is moving into a new facility in the fall 2018 semester. The chapter has already been proactive in working with the Office of Residential Services and their House Corporation Board to create a logistics plan and meet deadlines. The chapter has also formulated a decorating committee to lead the charge on design elements. The committee encourages the chapter to consider and proactively plan for possible challenges in order to have as smooth a transition as possible.

Chapter Development Question for 2018-2019:

- **How can the chapter prepare for a smooth transition and maintain the established culture of respect as they move to a new facility next year?**

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 2017-2018 Accreditation committee.

Kappa Delta has gone from a newly established chapter to a fully successful organization that is providing a meaningful experience to their members. They are able to share their story and connect everything back to their goal of building confidence. The chapter has created a strong foundation with plans and processes in place to support and listen to members' needs. The committee feels that the next step for the chapter is to look beyond itself to the communities it belongs to: fraternity and sorority, Lehigh, and Bethlehem. The committee encourages the chapter to reflect on their role within these communities and how they can use their strengths and resources to contribute while also connecting these experiences back to sorority membership. Kappa Delta is strongly positioned to become a premier chapter within the fraternity and sorority community and the committee hopes these extra steps will propel them forward to excellence.

The Accreditation committee assigns Kappa Delta 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

- With the graduation of the remaining founding members, how can the chapter continue to build upon the established principles and priorities of the organization?
- How can the chapter expand current goal setting efforts to create a multi-year strategic plan?
- How can Kappa Delta think proactively to further strengthen risk management efforts to prevent future incidents?
- How can Kappa Delta be intentional in offering intellectual development opportunities that are of interest to members and foster intragroup dialogue?
- How can the chapter prepare for a smooth transition and maintain the established culture of respect as they move to a new facility next year?

Best Practices

- The chapter participated in a Design Thinking Workshop hosted by The Baker Institute following their conduct incident in order to explore creative problem solving to risk management issues. The committee commends the chapter on seeking out new campus partnerships to develop new solutions to old problems and considers this a best practice.
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