

KAPPA ALPHA THETA

Accreditation Report
2018-2019

Leadership & Member Development

- Kappa Alpha Theta has two members serve on the Panhellenic Executive Board during the past year.
- The chapter held a March Madness event to encourage connection across members.
- The chapter encourages leadership roles outside of Kappa Alpha Theta, and focuses on continued engagement after study abroad during junior year.
- Members of the chapter attended a leadership convention.
- The chapter nominates members for experiences and encourages other channels of involvement.
- The chapter attends to the importance of ritual for their members.
- A large number of members acknowledge that membership in Kappa Alpha Theta kept them from transferring out of Lehigh University.
- The chapter articulates the importance of and demonstrates work towards strong officer transitions.
- The chapter strives to intentionally connect leadership experiences outside the chapter with leadership within the chapter.
- The Member Development Committee has shifted its focus to serving all members, rather than just a standards approach when the group acts only in response to problems. The MDC serves as a space for students to discuss personal and chapter issues, as well as a judicial board to facilitate discussions.
- Kappa Alpha Theta believes in the importance of showing up to support campus events and members.
- The committee encourages the chapter to devote some focus to balancing academic success and self-care. Prioritizing the quality of engagement over the quantity of engagement is an important area of consideration.
- The committee encourages the chapter to talk more about how you support one another, value difference and support varying identities of members.

Chapter Development Question for 2019-2020:

- **How can Kappa Alpha Theta tell its story around belonging for members?**

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

Organizational Operations

- Kappa Alpha Theta decided to discard the five year plan presented last year and focus on goal. The committee commends this decision.

- The Membership Development Committee was refocused to ensure the safety of chapter members while acting democratically and extending unconditional care for members. The focus on ritual in the organization's practices was made a consistent priority. The committee commends the MDC as a model for Standards Boards.
- The committee commends the chapter's use of its advisory board to help with maintaining progress year to year.
- The chapter made exceptional progress in recruitment.
- The committee recommends considering continuity of goals between years. With the move away from the five year plan, be mindful of how goals will progress year to year. The committee recommends seeking support from the chapter's advisory board with these efforts.
- The committee recommends that the chapter continue to explore the new officer structure each year. With such rapid growth in membership, it will be important to consider how to scale the experience for members.
- The committee urges the chapter to be mindful of the sustainability of positive changes and how they scale with organizational changes.

Chapter Development Questions for 2019-2020:

- **Given the internal adjustments happening and expansion, how do you keep up the momentum of positive efforts (MDC, etc.)?**
- **How does the chapter continue to sustain development and positive progress?**

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

Community Service & Engagement

- The committee recognizes that the chapter has experienced some struggles with alumnae engagement. The committee commends the chapter's idea of having an officer role devote more attention to the alumnae connection.
- Kappa Alpha Theta members are required to complete five service hours each semester. All members participate in philanthropy events. Several philanthropy related events are offered throughout the year. The committee commends the chapter's separation of required service house and philanthropy events.
- The chapter has cultivated a strong connection with its advisory board.
- The committee would like to see development in the chapter's ability to talk about the philosophy behind its service work. It is clear that the chapter members understand there is a difference between service and philanthropy, and it would benefit them to be able to articulate this more clearly.
- The committee recommends that the chapter consider awareness raising with alumnae about engagement with CASA. While collegiate members cannot work directly with the program, alumnae could.
- The committee feels Kappa Alpha Theta excels at campus involvement and philanthropy, but the committee would like to see a greater focus on this and last year's chapter development question.

Chapter Development Question for 2019-2020:

- **What can Kappa Alpha Theta build connections with alumnae beyond the advisory board?**

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 sixth out of eight Panhellenic Sororities in the fall 2018 semester with a GPA of 3.36, consistent with their average from the spring 2018 semester. The 3.36 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta was ranked seventh out of eight Panhellenic Sororities in the spring 2019 semester with a GPA of 3.37, an increase of 0.01 from the fall 2018 semester. The 3.37 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta's fall 2018 new member class GPA was 3.05 ranking second out of three Panhellenic sororities. The new member class GPA was 3.18 for spring 2019 ranking sixth out of eight Panhellenic Sororities.
- Kappa Alpha Theta had 37.8% of the chapter on the Dean's List in the fall 2018 semester and 36.5% on the Dean's List in the spring 2019 semester.
- Kappa Alpha Theta clearly makes scholarship a top priority in new member education.
- Within the chapter membership, 61% are STEM majors and 21% are double majors.
- The chapter encourages assistance for members through the Kite sisters. Specific support is offered around registration and scheduling. The chapter has also made use of university resources, like the Center for Academic Success.
- The committee recommends that the chapter consider some type of early alert strategy to help members who are struggling before it becomes a big issue.
- The committee recommends that the chapter consider how involvement on campus and grades intersect for members.
- The committee recommends that the chapter develop an ability to articulate a comprehensive scholarship plan. It is important to encourage balance between GPA and engagement.

Chapter Development Question for 2019-2020:

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

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 2018-2019.
- 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 the 90% occupancy standard for the fall 2018 and spring 2019 semesters at 105% and 103% respectively.

- Kappa Alpha Theta made an improvement to their house by painting the hallways.
- The chapter has focused on sustainability through some notable initiatives like K Cup recycling, meatless Mondays, reusable cups and clothing swaps.
- The committee recommends that the chapter consider how you can consider your sustainability initiatives in a more global context.

Chapter Development Question for 2019-2020:

- **What is the “why” of your sustainability initiatives?**

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

Overall Rating

Overall, Kappa Alpha Theta has been rated an Accredited with Excellence chapter by the 2018-2019 Accreditation committee.

Kappa Alpha Theta’s supportive environment is most tangible in listening to the stories shared during Accreditation. The chapter appears to have cultivated what a sorority experience should be – building one another up and appreciating difference. The chapter has made significant progress over the past year, and it will be important to focus on continued positive growth.

The Accreditation committee assigns Kappa Alpha Theta an overall rating of Accredited with Excellence, which exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!

Chapter Development Questions

- How can Kappa Alpha Theta develop a comprehensive scholarship plan that incorporates proactive measures and encompasses the entire chapter?
- How can you tell your story around belonging for members?
- How can you build connections with alumnae beyond the advisory board?
- Given the internal adjustments happening and expansion, how do you keep up the momentum of positive efforts (MDC, etc.)?
- How does the chapter continue to sustain development and positive progress?
- What is the “why” of your sustainability initiatives?
- How do you develop from here and continue on the path of exceptional progress?

Best Practices

- Connecting members across class with shared majors – Kite sisters, Use of university resources – CAS.
- Attendance at leadership convention. Nominating member for experiences and encouraging other channels of involvement. Attention to ritual. Large number of members who acknowledge membership in Kappa Alpha Theta kept them from transferring out of Lehigh University.

- Strong connection with advisory board. Wise choice that philanthropy hours are not included in five required service hours.