

Kappa Alpha Theta

Accreditation Report

2021-2022

Leadership & Member Development

- A nomination committee facilitates Kappa Alpha Theta officer elections, two members are elected from each academic class to provide equal representation for all members. The mission of the committee is to fill each officer position based on the chapter's goals. The chapter leads through the organization's mission and vision.
- L.E.A.D is a leadership retreat designed to ensure that officer transitions are conducted with the highest level of morale.
- The chapter relies on their seniors for input to help guide how rituals should be performed. This is great to see the seniors remain involved with the organization.
- Kappa Alpha Theta introduced a Vice President of Diversity, Equity, and Inclusion (VP DEI) position. This person shared past and future work in the DEI area, and the panel looks forward to seeing what steps the organization will take to become anti-racist.
- Over 50% of members hold leadership positions in other organizations.
- The chapter is still acclimating to B.Y.O.B policy and adhering to the stipulations they were given by their IHQ.
- The chapter has focused on the mental health of members through dialogue with executive members and in partnership with the UCPS, in order to emphasize member well-being.
- The chapter has begun offering fireside chats to promote honest and transparent dialogue to continue that unification process of the chapter.
- The chapter has seen a 45% increase in recruitment and the chapter is conducting the proper ritual.
- The VP DEI is required to sit on every committee, this seems to place undue pressure on the member in this position, the panel suggests a committee style method or multiple VP DEI positions.

Chapter Development Questions for 2022-2023:

- How can the chapter better utilize their faculty and campus resources for academic-related events?

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

Organizational Operations

- The chapter is doing well in the areas of financial transparency, including allowing members to have payment plans if they are in financial hardship, and their accountability/judicial process.
- The chapter comes together bimonthly to discuss whether proposed bylaw changes would benefit the organization and community.
- Chapter utilizes technology for chapter business and communication, namely G-Suite technology.
- Kappa Alpha Theta has the Bettie bar system in place which is utilized to hold members accountable for their actions. The members gain or lose points based on their level of participation as a member within the chapter, the Bettie bar points are used for housing assignments, and chapter acknowledgment.
- Kappa Alpha Theta does a good job of creating an inclusive space for potential members. The chapter has the Executive Recruitment Board (ERB) which oversees aspects of recruitment creating visual aids within

videos, slideshows, and name tags, and developing and maintaining the needs of potential new members. This is considered a best practice.

- The Risk Prevention Team (RPT) was created to ensure the safety of its members not limited to sober monitoring, buddy systems, and making sure members are safe.

Chapter Development Questions for 2022-2023:

- How can the chapter tap into the alumna members to enhance the former diversity the chapter displayed?
- How might the organization best arrange its external partnerships in a way that aligns with values?

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

Community Service & Engagement

- The chapter has a heavy emphasis on their Cookies for CASA (their national philanthropy) which raised over \$1,800.
- The chapter participated in a variety of service and philanthropic opportunities, including a Thanksgiving basket drive, homework club dinner, card making for CASA volunteers, tabling for spring fling, and Relay for Life.
- Kappa Alpha Theta is collaborating with both local organizations and CSO in order to create on-going service opportunities.
- Kappa Alpha Theta members are involved with 50+ organizations so tap into those resources.
- The chapter utilized creative arts to educate the members on expression, including the incorporation tours of LUAG into their family weekend and creating an itinerary for the families.
- The panel would like to see the chapter grow their impact in the future by utilizing their large membership and connections to a variety of organizations.

Chapter Development Questions for 2022-2023:

- How can the chapter utilize the opportunity of member participation in organizations to become a larger presence on campus?

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 eight Panhellenic Council chapters in the fall 2021 semester with a GPA of 3.41, a decrease of 0.13 from the spring 2021 semester. The 3.41 GPA placed the chapter above All Greek, but below All Sorority and All Panhellenic averages.
- Kappa Alpha Theta was ranked seventh out of eight Panhellenic Council chapters in the spring 2022 semester with a GPA of 3.44, an increase of 0.03 from the fall 2021 semester. The 3.44 GPA placed the chapter above All Greek, but below All Sorority and All Panhellenic averages.
- Kappa Alpha Theta's fall 2021 new member class GPA was 3.41 ranking first out of three Panhellenic Council chapters.

- Kappa Alpha Theta's spring 2022 new member class GPA was 3.33 ranking sixth out of eight Panhellenic Council chapters.
- Kappa Alpha Theta had 42.6% of the chapter on the Dean's List in the fall 2021 semester and 51.1% on the Dean's List in the spring 2022 semester.
- The chapter has an internal Academic Development plan and meetings. Kappa Alpha Theta also has academic incentives, including their study star and grade raffle programs, that are used to promote positive academic results.
- Kappa Alpha Theta implemented SMART goals and new member modules to promote member and organizational success.
- The panel recommends inviting a speaker to the chapter's scholarship banquet to speak to common themes or concepts that impact women in the classroom or workplace.
- The chapter's academic assistance seems internally focused and driven mentors and mentees are assigned for members with the same major to bolster academic achievement.

Chapter Development Questions for 2022-2023:

- How can the organization expand the focus beyond internal structures to maintain a high GPA?
- How can the chapter incorporate their faculty advisor to assist with creating an academic plan?

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

Facilities Management

- Kappa Alpha Theta had no common damages for 2021-2022.
- Kappa Alpha Theta managed openings and closings with no issues.
- Kappa Alpha Theta passed life safety inspections and fire drills with zero violations.
- Kappa Alpha Theta typically communicates effectively with Housing Services and completes tasks in a timely manner.
- The chapter had issues with maintaining a chef in the past year.
- The chapter has an Eco-Rep, but specific green initiatives have not been outlined.

Chapter Development Questions for 2022-2023:

- What specific green initiative will the chapter focus on moving forward?

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 2021-2022 Accreditation committee.

Kappa Alpha Theta has provided a thorough account of what they have done throughout the academic year and there are many good things that chapter has done. The chapter has made a concerted effort to recruit more members which is a great trend to see. The chapter has also done a good job at creating a structure in place

where seniors are still of value and can enhance the member experience. The chapter is connecting with alumni virtually, which the panel sees as a practice to continue. The financial transparency is good to see. Kappa Alpha Theta's priority to have members on at least one committee is an example to the rest of the community. Where the chapter has some shortcomings is pertaining to the DEI position there was a lot of talk around DEI, but no concrete plan in place to make the chapter move in a direction of becoming anti-racist. The panel did appreciate Kappa Alpha Theta's individualized approach to diversity, equity, and inclusion. However, the chapter relying on one member who could be stretched thin with being a part of so many committees is a concern. The chapter is very close to being a chapter of excellence, there just needs to be more utilization of campus resources and partner/create relationships in their work towards DEI. Once these changes are enacted accredited with excellence is in Kappa Alpha Theta's future.

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 the chapter better utilize your faculty and campus resources both for member academic improvement as well as academic-related events?
- How can the chapter tap into the alumna members to enhance the former diversity the chapter displayed?
- How might the organization best arrange its external partnerships in a way that aligns with values?
- How can the chapter utilize the opportunity of member participation in organizations to become a larger presence on campus?
- How can the organization expand the focus beyond internal structures to maintain a high GPA?
- What can be done to incorporate the faculty advisor to assist with creating an academic plan?
- What specific green initiative will the chapter focus on moving forward?

Best Practices

- Weekly financial reports to members; Google calendar for events
- Utilizing alum to support initiation and bridge the divide to those who have experienced virtual recruitment processes.
- Scholarship banquet to highlight member success.
- Bettie bar point system is a great way to track chapter development and member activity.
- The chapter's ERB is considered a best practice.