

Kappa Alpha Theta

Accreditation Report

2022-2023

Leadership & Member Development

- Chapter leadership takes advantage of development opportunities through attending Kappa Alpha Theta's Grand Convention and resources through OFSA such as Launch and the Summit for Greek Excellence.
- In order for members to make the most informed decision of what leadership role they are interested in, the chapter hosts an ice-cream social where executive officers present what their role and responsibilities are. The chapter then follows a traditional slating committee model for voting in the new officers. From there, incoming officers shadow the outgoing officers for the remainder of their term in the fall to ensure members feel comfortable in their new roles.
- Kappa Alpha Theta utilizes their Educational Leadership Consultant to assist them in bringing positive change to the chapter. This year, the chapter utilized their ELC visit for a chapter-wide retreat that focused on improving cohesion, transparency, and how to navigate challenging situations.
- This year, the chapter has made it a priority to create an inclusive environment for their members. This was done through updating language in the rituals such as initiation, using the term "thetahood" instead of sisterhood, and DEI potluck dinners. In order for the chapter to implement these changes, the Vice President of DEI conducted a survey to get a better understanding of what implementations they would like to see that way it is more impactful.
- The chapter demonstrates a meaningful effort towards increasing their membership to be more inclusive through sharing their pronouns and preferred names on name tags during primary recruitment as well as through their COB events, which targets students who did not go out for primary recruitment.
- Kappa Alpha Theta's dedication to diversity, equity and inclusion was recognized during OFSAs 2023 Leadership awards where the chapter's Vice President of DEI was recognized with the Tradition of Excellence, Inclusive Leadership Award.
- Collaboration with other organizations on and off campus to educate members on various programming events on relevant cultural issues.

Chapter Development Questions for 2023-2024:

- How can the chapter hold themselves accountable for using inclusive language, not just through ritual and social media, but also through regular conversation as well?
- How can the chapter continue to grow and improve upon their DEI work in order to keep the momentum going?

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

Organizational Operations

- The chapter's bylaws are reviewed by the bylaws committee every semester and necessary changes and updates are made if needed.
- A financial transparency sheet is provided to educate members how their dues are being spent. This is distributed to members. With this, the chapter also provides information on various scholarships and grants from Theta Headquarters as well as Lehigh University.

- Accountability is maintained through the chapter's use of Betty Bar Points, in which members can earn through attending events such as Thetahood events or service events. This allows members to have first choice in which bedroom they would like in the facility.
- A values-based recruitment is implemented through the chapter holding pre-recruitment trainings consisting of navigating positive interactions with potential new members and immersing DEI modules to promote inclusivity.
- The Membership Development Committee acts as the chapter's standards board which holds members accountable to the chapter and Lehigh University's expectations. One goal the chapter has is to make this committee more approachable and allow for members to come to the MDC for personal growth.

Chapter Development Questions for 2023-2024:

- How are positive incentives provided for members who don't live in the chapter facility?
- How can Lehigh University resources, such as UCPS assist the chapter in their goal destigmatizing the Membership Development Committee?

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

Community Service & Engagement

- Five service hours are required of members per semester. The panelists encourage the chapter to reflect if this is a meaningful amount of hours in order to make the impact they intend to have in the Lehigh community?
- Due to the restrictions of CASA, the chapter's philanthropy, members cannot directly work with volunteers or children they represent. Therefore, the chapter does fundraising efforts through proceeds of Playa Bowls and selling Cookies and Snow Cones. The panelists encourage members to utilize Lehigh University resources to find more ways of second-hand connection in order for the chapter to interact with CASA.
- Kappa Alpha Theta collaborates regularly with CSO to take advantage of community service opportunities such as Spooktacular, creating snack bags, Spring Fling, and the Thanksgiving Drive.
- The chapter has supported other Greek organizations on campus through participating in their community service and philanthropy projects as well.
- Kappa Alpha Theta does an exemplary job utilizing their platform to offer advocacy opportunities for their members contributing to cultural change on relevant issues, even surpassing their own Headquarters outreach.
- Alumni are continuously engaged with the chapter through their Facebook page where updates are shared and they are invited to events such as initiation and Le-Laf Weekend.
- Kappa Alpha Theta was awarded the Outstanding Sorority President of the Year Award during OFSAs 2023 Leadership Awards.

Chapter Development Questions for 2023-2024:

- Is 5 community service hours enough to make an impact?
- In order for the chapter to grow in their community service and engagement efforts, what are some organizations outside of Greek life that the chapter can collaborate with?

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

Academic & Intellectual Advancement

- Kappa Alpha Theta was ranked eighth out of eight Panhellenic chapters in the fall 2022 semester with a GPA of 3.41, a decrease of 0.03 from the spring 2022 semester. The 3.41 GPA placed the chapter below All Panhellenic and All Sorority averages, and above the All Greek average.
- Kappa Alpha Theta was ranked eighth out of eight Panhellenic chapters in the spring 2023 semester with a GPA of 3.42, an increase of 0.02 from the fall 2022 semester. The 3.42 GPA placed the chapter above the All Greek average, but below the All Panhellenic and All Sorority averages.
- Kappa Alpha Theta's fall 2022 new member class GPA was 2.24 ranking third out of three Panhellenic chapters.
- Kappa Alpha Theta 's spring 2023 new member class GPA was 3.27 ranking eighth out of eight Panhellenic chapters.
- Kappa Alpha Theta had 44.6% of the chapter on the Dean's List in the fall 2022 semester and 38% on the Dean's List in the spring 2023 semester.
- The chapter utilizes SMART Goals to assist members who are struggling academically. Members who are below the required GPA meet with the Academic Development Director as well as their advisor to discuss their strengths and weaknesses. Then, the members are encouraged to create 2-3 SMART Goals for themselves.
- Positive incentives are used to celebrate members who are excelling academically through the chapter's Scholarship Banquet as well as the weekly recognition of members' study hours, "Smartie of the Week."
- Members who are struggling academically are assigned to meet with the Center for Academic Success to complete a study skills assessment.
- A Google Drive is used for members to gain access to campus resources if they are in need of assistance academically.

Chapter Development Questions for 2023-2024:

- How are members held accountable if they do not meet their SMART Goals?
- How can they chapter tie in what they are learning in the classroom into their membership of Kappa Alpha Theta?

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 2022-2023.
- Kappa Alpha Theta had no issues with openings or closings during 2022-2023.
- Kappa Alpha Theta had no major Life Safety Violations for 2022-2023.
- Kappa Alpha Theta is responsive to feedback and has collaborated well with Housing Services.
- Members are held accountable in keeping the facility clean and maintained by being required to participate in a facility clean up for larger scale events such as Bid-Day, Parents Weekend, and Formals at least once a semester.

- The chapter implemented an Eco Representative this year who educates members on sustainability. This was done through a Lanternfly Squash Walk, Conversation Kahoot, and Campus Cleanups. The Eco-Rep also implemented reusable plates and silverware along with K-Cup recycling bins.

Chapter Development Questions for 2023-2024:

- Outside of a facility cleanup for large scale events, how are members being held accountable for keeping the chapter facility clean?
- How can Kappa Alpha Theta continue to grow and improve upon their sustainability efforts for next year?

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 2022-2023 Accreditation committee.

Kappa Alpha Theta has done outstanding work this past academic year and has truly gone above and beyond in creating a positive membership experience. This chapter is an example in Lehigh's Greek community as to what it means to truly create an inclusive environment. Kappa Alpha Theta focuses their advocacy and DEI efforts on their members' values in order to create a meaningful impact. Social media is not only used to promote the chapter's programs and membership, but it is also used to promote awareness and advocacy on relevant issues. Kappa Alpha Theta also has done positive work in collaborating with the Lehigh and Bethlehem community. In order for the chapter to continue to show growth, they are encouraged to tie their community service efforts into their values in the same way they have in their DEI efforts. Overall, Kappa Alpha Theta is a chapter that genuinely cares about the impact they're making on the Lehigh community and what legacy they are leaving behind.

The Accreditation committee assigns Kappa Alpha Theta an overall rating of Accredited with Excellence, chapter 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 the chapter hold themselves accountable for using inclusive language, not just through ritual and social media, but also through regular conversation as well?
- How can the chapter continue to grow and improve upon their DEI work in order to keep the momentum going?
- How are positive incentives provided for members who don't live in the chapter facility?
- How can Lehigh University resources, such as UCPS assist the chapter in their goal destigmatizing the Membership Development Committee?
- Is 5 community service hours enough to make an impact?
- In order for the chapter to grow in their community service and engagement efforts, what are some organizations outside of Greek life that the chapter can collaborate with?
- How are members held accountable if they do not meet their SMART Goals?
- How can they chapter tie in what they are learning in the classroom into their membership of Kappa Alpha Theta?
- Outside of a facility cleanup for large scale events, how are members being held accountable for keeping the chapter facility clean?
- How can Kappa Alpha Theta continue to grow and improve upon their sustainability efforts for next year?

Best Practices

- The chapter's utilization of the Center for Academic Success should be considered a best practice.
- The chapter's Google Drive with campus resources should be considered a best practice.
- The chapter's utilization of social media to spread advocacy and awareness on relevant issues should be considered a best practice.
- The chapter's implementation of their DEI plan should be considered a best practice.
- The chapter changing their everyday language, such as sisterhood, to "thetahood" to be more inclusive should be considered a best practice.
- The chapter updating ritual language to be more inclusive should be considered a best practice.