

Kappa Alpha Theta

Accreditation Report

2023-2024

Leadership & Member Development

- Kappa Alpha Theta consistently leans on leadership development opportunities provided by both Fraternity and Sorority Life and their HQ. Officers attended Fraternity and Sorority Life's annual Summit for Greek Excellence, LAUNCH and sent a member to attend NGLA. Leadership also participated in HQ online leadership training and the national Leadership Academy in Colorado.
- New Members of Kappa Alpha Theta were encouraged to attend Thetahood bonding events and have dinner at the chapter house on Sunday nights. Officers provided education to new members around risk management, hazing policies, DEI, finances and expectations.
- Kappa Alpha Theta has implemented a comprehensive Diversity, Equity, and Inclusion (DEI) plan aimed at cultivating an inclusive environment for its members. The chapter is actively advancing inclusive language within their rituals and governing documents. With an emphasis on the deliberate use of "thetahood" instead of "sisterhood," demonstrating ongoing commitment to fostering inclusivity.
- A commitment to advancing DEI efforts is a priority for the chapter; this is seen through the chapter actively cultivating authentic relationships with members of the Cultural Greek Council. This is evidenced by their proactive participation in and collaboration on educational and initiatives.
- Members of Kappa Alpha Theta are heavily involved in other clubs and organizations on campus outside of their chapter membership. Some of these include Orientation Leaders, Peer Health Advisors, Lehigh Ventures Lab, and the Asian Cultural Society.
- Kappa Alpha Theta implemented an efficient and thorough officer transition process. This involved officer presentations to members, providing insight into each role, followed by a selection process facilitated by a slating committee and voting. Once new officers are voted in, they meet with the outgoing officers and participate in shadowing the role.

Chapter Development Questions for 2024-2025:

- What strategies can the chapter implement to foster stronger connections between the skills and experiences gained outside of the chapter, and how can these connections enhance the overall membership experience?
- What resources and offices can the chapter utilize on campus to further advance their DEI efforts?
- Is there any opportunity for new members to intentionally learn about officer roles?

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 utilized a bylaws committee to stay up to date on new initiatives and necessary updates in order to be aligned with their headquarters.
- The chapter demonstrated a high level of engagement within the Fraternity and Sorority Life community, through seeking guidance and support from their Fraternity and Sorority Life advisor and looping in their alumni and HQ advisors into necessary conversations. They attend all governing council and president meetings, showcasing a strong commitment to collaboration and participation within the broader Greek community.

- Financial transparency is present in Kappa Alpha Theta. The chapter hosted sessions to inform members about how their dues are being spent and kept financial records up to date through Google Docs that were accessible to members.
- Kappa Alpha Theta has a fully functioning standards board called the Membership Development Committee (MDC) where accountability and development are promoted through one on one meetings, probationary periods and bringing certain decisions to a chapter vote.
- Kappa Alpha Theta's MDC hosts an open mic at chapter meetings where members can share feedback and new ideas. There are also open office hours for officers who sit on the MDC inviting members to share constructive ideas or concerns.
- The chapter regularly educated members on risk management and university policies. Earlier in the spring 2024 semester, the chapter utilized medical amnesty and followed up with organizing a workshop from the Peer Health Advisors called "Calling Your Shots" where members learned about safe alcohol consumption.
- Kappa Alpha Theta did not meet quota during Panhellenic Recruitment but demonstrated dedication to the growth of the chapter by performing well in the COB process. The chapter recruited a new record-breaking total of twelve new members through the COB process.
- Values-based recruitment is at the heart of Kappa Alpha Theta's recruitment plan which ensured all potential new members feel welcomed and comfortable in the recruitment process, while learning what it means to be part of the Thetahood.

Chapter Development Questions for 2024-2025:

- Could the members inquire if there is an opportunity from HQ to serve as a collegiate representative, as this could greatly increase the changes the Epsilon Rho chapter is making and move the needle nationally?

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

Community Service & Engagement

- Members are required to complete five hours of community service a semester. Members of Kappa Alpha Theta easily exceed this requirement with 475 hours of community service completed in the fall 2023 semester.
- Kappa Alpha Theta held two philanthropy events in the fall 2023 semester to support their philanthropy, CASA (Court Appointed Special Advocates). The chapter held Snow Cones for CASA and Cupcakes for CASA in collaboration with Sigma Phi Delta raising \$253 towards the cause.
- The chapter coordinated a volunteer effort at the Hispanic Center of the Lehigh Valley, where members assisted in restocking the food pantry.
- The chapter regularly participated in CSO and Lehigh University sponsored events such as Spooktacular, Homework Club snack bags, Holiday Hope Chest, Hawk-a-Thon, Spring Fling and Relay for Life.
- Kappa Alpha Theta collaborated within the Fraternity and Sorority Life community. They tabled with Lambda Theta Alpha Sorority Inc. and Alpha Gamma Delta for their Red Hearts campaign raising awareness for domestic violence. As well as urging members to support other chapters' philanthropic initiatives.
- A Facebook page is dedicated to staying connected with alumni and opening regular invitations to the chapter house. The chapter also collected data regarding the current careers of alumni and sharing that information with members who may benefit from connecting.

Chapter Development Questions for 2024-2025:

- Is five hours of community service enough of a requirement and how can the chapter grow in utilizing resources from CSO?
- Is there a way to be more active and engaged with alumni?
- What does it look like to hold someone accountable who is being accused of participating in discriminating behaviors or language?

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 eighth out of eight Panhellenic sororities in the fall 2023 semester with a GPA of 3.43, a 0.01 increase from the spring 2023 semester. The 3.43 GPA placed the chapter below the All Panhellenic, All Sorority and All Greek averages.
- Kappa Alpha Theta was ranked second out of eight Panhellenic sororities in the spring 2024 semester with a GPA of 3.55, an increase of 0.12 from the fall 2023 semester. The 3.55 GPA placed the chapter above the All Panhellenic, All Sorority and All Greek averages.
- Kappa Alpha Theta's fall 2023 new member class GPA was sixth out of 7 Panhellenic chapters conducting fall recruitment.
- Kappa Alpha Theta's spring 2024 new member class GPA was 3.36 ranking fourth out of eight Panhellenic chapters conducting spring recruitment.
- Kappa Alpha Theta had 37.5% of the chapter on the Dean's List in the fall 2023 semester and 58.7% on the Dean's List in the spring 2024 semester.
- Kappa Alpha Theta's academic development program is designed to provide members with support to excel academically. This is done through members creating personal S.M.A.R.T. goals and meeting with the Center for Academic Success and complete a study skills assessment.
- The chapter hosts a scholarship banquet every semester highlighting members who have achieved academically.

Chapter Development Questions for 2023-2024:

- How can the chapter create a more structured academic plan to assist with increasing the chapter GPA?
- What can the chapter do to tie in learning from the classroom into the membership experience?
- What resources and workshops can the chapter take advantage of from the university to have more development opportunities around academics and career development?

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 issues with openings or closings during the 2023-2024 academic year.
- Kappa Alpha Theta had no common area damages for the 2023-2024 academic year.
- Kappa Alpha Theta had no major or minor life safety violations for the 2023-2024 academic year.
- Kappa Alpha Theta regularly attends monthly House Manager meetings with Housing Services.

- Kappa Alpha Theta takes ownership of their house by being responsive to feedback and demonstrating diligence in reporting facility concerns. They continually have open communication and collaboration with campus partners in an effort to provide the chapter with the best residential experience.
- The chapter created an Eco-Rep position who works directly with the Facilities Management Director to execute 2 events per semester educating members on sustainability. Some of these events included clean-up walks, tie-dying upcycling, and environmentally educational movie nights.
- Kappa Alpha Theta utilizes their Live-In GA to promote additional support for members through hosting crafting nights and fireside chats.

Chapter Development Questions for 2024-2025:

- What strategies can Kappa Alpha Theta employ to become leaders in the Fraternity and Sorority Life community, showcasing their effective utilization of their Live-In GA?

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 2023-2024 Accreditation committee.

Kappa Alpha Theta is a group of proactive students committed to personal growth and community impact within the Fraternity and Sorority Life community. Members do not shy away from difficult conversations, nor do they avoid advocating for themselves. The chapter excels in the areas of offering developmental opportunities for members, however the chapter should lean on resources that are available to them on campus to assist them in these efforts. While operationally sound and well-supported by advisors, they can enhance their community service and academic and intellectual advancement by developing intentional plans, leveraging the success of their DEI and sustainability initiatives. The primary area for improvement is the chapter's academic and intellectual advancement. The chapter would benefit from a more structured plan in place for members who may need some extra support and guidance academically. Overall, Kappa Alpha Theta demonstrates a community-centered approach and a dedication to advancing both Lehigh and Panhellenic communities.

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

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- What resources and offices can the chapter utilize on campus to further advance their DEI efforts?
- Is there any opportunity for new members to intentionally learn about officer roles?
- Could the members inquire if there is an opportunity from HQ to serve as a collegiate representative, as this could greatly increase the changes the Epsilon Rho chapter is making and move the needle nationally?
- Is five hours of community service enough of a requirement and how can the chapter grow in utilizing resources from CSO?
- Is there a way to be more active and engaged with alumni?

- What does it look like to hold someone accountable who is being accused of participating in discriminating behaviors or language?
- How can the chapter create a more structured academic plan to assist with increasing the chapter GPA?
- What can the chapter do to tie in learning from the classroom into the membership experience?
- What resources and workshops can the chapter take advantage of from the university to have more development opportunities around academics and career development?
- What strategies can Kappa Alpha Theta employ to become leaders in the Fraternity and Sorority Life community, showcasing their effective utilization of their Live-In GA?

Best Practices

- Kappa Alpha Theta's Membership Development Committee hosting "open mics" at chapter meetings allowing members to share feedback and new ideas is considered to be a best practice.
- Kappa Alpha Theta's utilization of their Live-In GA to provide additional support and create a space where the GA feels a sense of belonging within the chapter is considered to be a best practice.