

### Leadership & Member Development

- Members of Kappa Alpha Psi are involved in various other organizations on campus, holding positions of leadership in groups such as the Men of Color Alliance, Student Senate, the Black Student Union, and National Society of Black Engineers.
- Kappa Alpha Psi's new member education plan, the Membership Training Academy (MTA), follows a structured three-phase process—Pre-Intake, Intake, and Post-Intake—to educate potential members on fraternity customs, laws, and administration while maintaining zero tolerance for hazing.
- New members participate in six “Kappa Kore” curriculum sessions and three “Academic Days” focused on academic excellence, civic responsibility, and personal growth.
- A post-initiation onboarding program titled “The Business of Kappa 101” was developed to guide new members in operations, event planning, budgeting, and collaboration practices.
- The chapter maintains alumni engagement through initiatives like mentorship, monthly Zoom calls, and the upcoming “Omicron Kappa Day” event to foster multigenerational leadership.
- Members engage in leadership conferences (e.g., C. Rodger Wilson Leadership Conference, Lead Kappa, Conclave) to enhance fraternity and real-world leadership skills.

### Chapter Development Questions for 2025-2026:

- How effectively is the chapter onboarding new members into leadership roles through structured mentorship and documentation?
- How does the chapter ensure that leadership opportunities are equitably distributed among members, particularly in a small chapter environment?
- What strategies could the chapter implement to strengthen continuity during future officer transitions?
- To what extent are members engaging with national leadership programming, and how is this influencing local chapter culture?

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

### Organizational Operations

- Collaborations with FSL and IHQ have improved since Spring 2024, reflecting increased adherence to administrative expectations and improved operational knowledge.
- Recruitment is values-driven rather than quantity-focused, prioritizing the alignment of prospective members' values with the fraternity's principles and mission.
- While no formal judicial process exists at the chapter level, accountability is maintained through provincial and national protocols, with plans to implement internal standards as the chapter grows.
- The chapter utilizes Google Drive for document management and Dropbox as a backup, ensuring continuity and access to operational knowledge.
- Financial challenges for members are mitigated by leveraging university resources and alumni donations, ensuring membership accessibility regardless of economic background.

- Alumni are included in organizational meetings and strategic planning efforts, creating intergenerational bonds and improving institutional memory.
- Social media is used strategically under province oversight, and internal communication is organized via email, texts, in-person meetings, and shared calendars.

#### **Chapter Development Questions for 2025-2026:**

- How can collaborations with university administration and IHQ be maximized to support chapter growth and compliance?
- How well do the current chapter operations balance informal collaboration and accountability with the need for defined governance structures?
- How might developing a formalized recruitment + retention plan to help the chapter address future challenges relating to membership?

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

#### **Community Service & Engagement**

- Each member of Kappa Alpha Psi is required to complete at least five hours of community service per semester, tracked by leadership and reviewed in chapter meetings.
- The chapter collaborates with alumni and local organizations, including Greater Shiloh Church and the Men of Color Alliance, to deliver meaningful service to underrepresented communities.
- Philanthropic efforts, while limited this year, included a fundraising initiative for St. Jude's and the groundwork for future partnerships with local food pantry operations.
- Engagement with Greek life and cultural organizations has improved, with the chapter contributing to events like "The History of African American Male Stereotyping" and "Black History Month Jeopardy."
- The chapter co-sponsored the Men of Color Symposium, providing professional development workshops and hosting prominent alumni speakers, including Brother Isaac Jamison.
- Plans for 2025–2026 include at least five campus events per semester and one collaboration with each Greek council.
- Brothers are actively working with campus mental health services to increase student exposure to wellness resources, especially for men of color.

#### **Chapter Development Questions for 2025-2026:**

- How is the chapter identifying and maintaining sustainable partnerships with community organizations?
- What barriers have prevented more frequent service projects, and how can they be addressed in future semesters?
- How can the chapter build stronger inter-council collaborations that elevate both social justice and unity among Lehigh's Greek organizations?
- In what ways has the chapter promoted visibility and brand recognition through campus and Greek life engagement?

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

### Academic & Intellectual Advancement

- Kappa Alpha Psi was ranked second out of two CGC fraternities in the fall 2024 semester with a GPA of 3.04, an increase of 1.38 from the spring 2024 semester. The 3.04 GPA placed the chapter below the All CGC, All Fraternity, and All Greek averages.
- Kappa Alpha Psi was ranked second out of three CGC fraternities in the spring 2025 semester with a GPA of 2.53, a decrease of 0.51 from the fall 2024 semester. The 2.53 GPA placed the chapter below the All CGC, All Fraternity, and All Greek averages.
- Kappa Alpha Psi's spring 2025 new member class GPA was 2.75, ranking second out of three CGC chapters conducting spring intake.
- Kappa Alpha Psi had 0% of the chapter on the Dean's List in the fall 2024 semester and 0% on the Dean's List in the spring 2025 semester.
- In response to academic setbacks in Spring 2024, the chapter implemented twice-weekly study halls, biweekly academic check-ins, and monthly meetings with staff and faculty.
- Individual academic improvement plans were developed by each member, emphasizing time management, tutoring utilization, and reduction in extracurricular overload. The chapter created structured academic support documentation and submitted it to FSL as part of a broader academic strategy.
- Faculty and staff engagement is growing, with active mentorship from the chapter staff DonTerrius Walker and ongoing discussions to appoint Isaac Jamison as faculty advisor.

### Chapter Development Questions for 2024-2025:

- What role do faculty and staff advisors play in supporting the academic success of members, and how can these relationships be strengthened?
- What specific barriers to academic success have members identified, and how is the chapter addressing them proactively?
- How will the chapter ensure academic engagement and accountability during future peak event planning seasons or intake cycles?

In the area of **Academic & Intellectual Development**, the committee rated Kappa Alpha Psi to be an Unaccredited - Chapter.

### Overall Rating

Overall, Kappa Alpha Psi has been rated an Accredited - chapter by the 2024-2025 Accreditation committee.

The Omicron Kappa Chapter of Kappa Alpha Psi Fraternity, Inc. demonstrated commendable organizational development and leadership capacity throughout the accreditation cycle. The chapter's strategic approach to member development, including a well-structured onboarding process, intentional leadership cultivation, and proactive alumni engagement, reflects a culture committed to long-term growth and sustainability. Operationally, the chapter has made notable progress in formalizing procedures, improving financial transparency, and building collaborative relationships with university departments and external stakeholders. Community engagement efforts are thoughtful and purposeful, with members actively participating in service, campus programming, and initiatives that support marginalized communities.

However, academic performance and support remain a critical area for growth. While the chapter took important steps to address academic challenges, such as study halls and individual improvement plans, these efforts require deeper institutionalization and consistent execution. Future progress will depend on implementing more structured academic accountability systems, fostering stronger faculty relationships, and aligning chapter operations more closely with academic priorities. Strengthening this area will help ensure the chapter's success is both holistic and sustainable, in keeping with the fraternity's foundational emphasis on achievement in every area of the chapter's operations.

**The Accreditation committee assigns Kappa Alpha Psi an overall rating of Accredited, meaning the chapter 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**

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- What strategies could the chapter implement to strengthen continuity during future officer transitions?
- To what extent are members engaging with national leadership programming, and how is this influencing local chapter culture?
- How can collaborations with university administration and IHQ be maximized to support chapter growth and compliance?
- How well do the current chapter operations balance informal collaboration and accountability with the need for defined governance structures?
- How might developing a formalized recruitment + retention plan to help the chapter address future challenges relating to membership?
- How is the chapter identifying and maintaining sustainable partnerships with community organizations?
- What barriers have prevented more frequent service projects, and how can they be addressed in future semesters?
- How can the chapter build stronger inter-council collaborations that elevate both social justice and unity among Lehigh's Greek organizations?
- In what ways has the chapter promoted visibility and brand recognition through campus and Greek life engagement?
- What role do faculty and staff advisors play in supporting the academic success of members, and how can these relationships be strengthened?
- What specific barriers to academic success have members identified, and how is the chapter addressing them proactively?
- How will the chapter ensure academic engagement and accountability during future peak event planning seasons or intake cycles?

### **Best Practices**

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