

Leadership & Member Development

- Kappa Alpha Theta prioritizes holistic member growth through a variety of programming, including chapter-wide mental health workshops, peer mentorship initiatives, and targeted leadership training designed to support members in both their academic and personal development.
- The chapter uses a comprehensive New Member Education plan that includes topics such as Theta history, values, leadership, and academic resources, along with anti-hazing and bystander intervention education.
- The Vice President of Member Development (VPMD) coordinates monthly workshops and programming that support members' emotional well-being and promote meaningful conversations on topics like mental health, self-worth, and boundary setting.
- Officer transitions are supported by a combination of shadowing experiences, transition documents, and direct mentorship from past officers and advisors to ensure incoming leaders are well-prepared to fulfill their roles with confidence and continuity.
- Members are encouraged to take on leadership roles within the chapter, the Panhellenic Council, and the broader Lehigh community, with the chapter providing support and recognition for those who seek involvement beyond Theta.
- The chapter normalizes the use of campus wellness resources and therapy services by frequently sharing information and testimonials, reducing stigma and ensuring members know how to seek help when needed.

Chapter Development Questions for 2025-2026:

- How does the chapter measure the impact of leadership development programs and workshops?
- How can the chapter better incorporate member feedback into leadership development programming?
- In what ways can the chapter expand opportunities for members to engage in leadership beyond executive 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 maintains a clear and transparent organizational structure, guided by bylaws and strategic planning that is regularly reviewed by officers and advisors.
- The executive board meets weekly to coordinate logistics and ensure all chapter functions are aligned with Theta's values and university requirements.
- All officers follow a detailed calendar and utilize a centralized "Primary Spreadsheet" to manage responsibilities, deadlines, and collaborative projects, ensuring transparency and accountability throughout the chapter.

- Officer transitions are organized and consistent, with transition documents and in-person meetings that provide new officers with context, resources, and timelines to effectively assume their roles and sustain chapter operations.
- Standards Board meetings are handled confidentially and aim to resolve concerns constructively, using open dialogue, value reflection, and goal setting to support member accountability in a fair and supportive manner.
- The chapter uses a tiered committee system to allow newer members to gain experience and input without requiring full officer responsibilities, enabling more members to contribute meaningfully while learning chapter operations.

Chapter Development Questions for 2025-2026:

- How is officer accountability evaluated throughout the year beyond general chapter feedback?
- How does the chapter ensure equitable access to leadership roles and operational responsibilities?
- Are there opportunities to improve internal communication methods, particularly around policy changes and accountability procedures?
- How could the chapter improve timely responsiveness and relationship-building with Lehigh staff?

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

Community Service & Engagement

- Kappa Alpha Theta's members consistently exceed their individual service hour requirements, and participation is tracked and verified through service logs submitted to the Vice President of External Affairs to ensure accountability and reflection on impact.
- The chapter demonstrates a strong commitment to philanthropy by supporting Court Appointed Special Advocates (CASA) through regular fundraisers, awareness campaigns, and education initiatives that help members understand the systemic challenges facing youth in the foster care system.
- New members are introduced to Theta's philanthropic mission early in their membership through presentations and interactive programming that explains the role of CASA volunteers and the broader social justice implications of child advocacy.
- The chapter's philanthropy events are tied back to Theta's values, helping members develop a deeper understanding of advocacy, service, and empathy.
- The chapter tailors its events to be educational and accessible, often combining service with reflection components such as journaling, open discussions, or guest speakers to help members process their experiences and develop a stronger civic identity.
- Members use social media platforms and internal communication tools to promote service opportunities, highlight key causes, and share testimonials or outcomes from recent volunteer activities to reinforce the importance of sustained community engagement.

Chapter Development Questions for 2025-2026:

- Are there opportunities to collaborate with other student organizations – Greek and non-Greek – on service projects?

- How does the chapter evaluate the impact and learning outcomes of its service and philanthropic events?

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 seventh out of eight Panhellenic sororities in the fall 2024 semester with a GPA of 3.42, a decrease of 0.013 from the spring 2024 semester. The 3.42 GPA placed the chapter below the All Panhellenic, All Sorority, and All Greek averages.
- Kappa Alpha Theta was ranked sixth out of eight Panhellenic sororities in the spring 2025 semester with a GPA of 3.53, an increase of 0.11 from the fall 2024 semester. The 3.53 GPA placed the chapter below the All Panhellenic and All Sorority averages and above the All Greek average.
- Kappa Alpha Theta's fall 2024 new member class GPA was 3.2, ranking second out of five Panhellenic chapters conducting fall recruitment.
- Kappa Alpha Theta's spring 2025 new member class GPA was 3.45, ranking fifth out of eight Panhellenic chapters conducting spring recruitment.
- Kappa Alpha Theta had 48.5% of the chapter on the Dean's List in the fall 2024 semester and 42.1% on the Dean's List in the spring 2025 semester.
- Kappa Alpha Theta supports academic achievement through a robust Academic Development Plan administered by the Academic Development Director (ADD), which includes mandatory one-on-one meetings for members below a 2.5 GPA and optional support for those seeking to improve academic performance.
- The chapter recognizes academic excellence through the Scholarship Banquet, where members are honored for achievements such as earning a 4.0 GPA, making the Dean's List, or receiving faculty commendations, with awards also given to high-performing Big/Little pairs to reinforce supportive academic partnerships.
- Academic accountability is maintained through regular communication between the ADD and the Standards Board to ensure members at risk receive both support and structured guidance to improve performance without stigma.

Chapter Development Questions for 2024-2025:

- How can the chapter enhance its partnership with campus resources like the Center for Academic Success?
- What opportunities exist to formalize peer-to-peer academic mentorship and enhance support between older and younger members?

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

Facilities Management

- Kappa Alpha Theta had no common damages in the 2024-2025 academic year.
- Kappa Alpha Theta had no issues with openings or closings in the 2024-2025 academic year.
- Kappa Alpha Theta had no major Life Safety Violations in the 2024-2025 academic year.

- A clearly structured house task system was introduced to improve cleanliness and accountability, with rotating assignments for chores such as kitchen clean-up and common area maintenance and built-in accountability measures to ensure follow-through.
- House leadership maintains regular communication with members through Slack updates, bulletin board notices, and email reminders to ensure residents are always aware of important facility updates, events, and expectations.

Chapter Development Questions for 2025-2026:

- What systems are in place to regularly gather feedback from live-in members about their residential experience?

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 2024-2025 Accreditation committee.

Kappa Alpha Theta has demonstrated exceptional performance across all five accreditation categories, earning Excellence in each area through their commitment to holistic member development, operational integrity, community impact, academic support, and thoughtful facility management. The chapter's strengths lie in its robust leadership infrastructure, which fosters both personal and professional growth through consistent officer transitions, development workshops, and mentorship systems. Operationally, the chapter is highly organized, with clearly defined responsibilities, proactive communication, and strong adherence to risk management and financial procedures. In the realm of community engagement, Theta's philanthropic programming is not only frequent and well-attended but deeply educational, connecting members to the broader mission of CASA while fostering civic responsibility. Academically, the chapter has shown measurable growth through structured support systems like SMART goal planning, peer mentoring, and recognition of achievement, all contributing to a rise in GPA and a culture of academic excellence. Facilities are well-maintained and student-centered, with sustainability initiatives and regular member feedback channels reinforcing a shared sense of responsibility.

However, there are areas where the chapter should direct further attention. Concerns have been noted regarding the chapter's responsiveness to Fraternity and Sorority Life and other Lehigh staff, where more timely and proactive communication would support stronger university partnerships and accountability. Additionally, the chapter has experienced some member disaffiliations, which warrant closer reflection to better understand underlying causes and ensure member retention through a more inclusive and engaging chapter culture. Moving forward, expanding formalized diversity, equity, and inclusion (DEI) efforts and implementing assessment tools to measure long-term impact will be key to building upon the chapter's successes and maintaining excellence in all aspects of the member experience.

The Accreditation committee assigns Kappa Alpha Theta an overall rating of Accredited with Excellence, meaning the 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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- How does the chapter ensure equitable access to leadership roles and operational responsibilities?
- Are there opportunities to improve internal communication methods, particularly around policy changes and accountability procedures?
- How could the chapter improve timely responsiveness and relationship-building with Lehigh staff?
- Are there opportunities to collaborate with other student organizations – Greek and non-Greek – on service projects?
- How does the chapter evaluate the impact and learning outcomes of its service and philanthropic events?
- How can the chapter enhance its partnership with campus resources like the Center for Academic Success?
- What opportunities exist to formalize peer-to-peer academic mentorship and enhance support between older and younger members?
- What systems are in place to regularly gather feedback from live-in members about their residential experience?

Best Practices

- Hosting Thetahood Retreats and events to strengthen sisterhood through emotional vulnerability, fireside chats, and fun bonding activities.
- Aligning Service and philanthropy with core values and reinforcing in new member education, ensuring that new members understand the mission of CASA from the beginning.
- Implementing SMART goals and personalized academic plans for every member, particularly those under a 2.5 GPA.
- Celebrating academic excellence through a Scholarship Banquet recognizing GPA improvements, Dean's List, and academic leadership.