

Leadership & Member Development

- Kappa Delta prioritizes leadership development as a pillar of chapter excellence, requiring at least 20% of its members to hold leadership roles and 100% to be actively involved in at least one other campus organization outside of the chapter. The chapter surpasses these expectations annually.
- The Governing Council is composed of eight elected members, each overseeing specific areas of chapter operations. These positions are supported by directors, appointed officers, and committees to foster deeper member engagement and facilitate professional development.
- Each council officer is paired with a Chapter Advisory Board (CAB) counterpart for guidance and mentorship. The Head CAB, a Kappa Delta alumna, provides leadership support and continuity for chapter initiatives.
- Officer transitions follow a structured, three-part workshop model focused on reflection, leadership skill-building, and establishing goals for the chapter and individual positions. Outgoing officers also complete detailed logs and transition worksheets.
- The chapter president participates in bi-weekly virtual meetings and in-person leadership development sessions with a National Leadership Development Consultant (LDC), who also reviews chapter meeting minutes and supports chapter operations.
- Kappa Delta is an active participant in leadership development programs offered both by the IHQ and the Fraternity & Sorority Life office such as the Summit for Greek Excellence, LAUNCH, and the National Kappa Delta Experience Institute.
- The Kappa Delta New Member Education plan includes a values-based recruitment and continuous open bidding process that emphasizes alignment with chapter values.
- The chapter fosters inclusivity through a 15-member DEI Committee, which hosts workshops, movie nights, and the annual "Around the World" cultural event, and manages a "Wall of Inclusion" bulletin board in the chapter house.

Chapter Development Questions for 2025-2026:

- What additional leadership development opportunities could be introduced in collaboration with other campus departments?
- How are general members encouraged to participate in leadership development opportunities?
- Are the chapter's current leadership training resources accessible and inclusive to all member learning styles?
- How might the chapter incorporate feedback from past leaders to refine officer responsibilities?

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

Organizational Operations

- Kappa Delta's Vice President manages internal operations, including the execution of chapter excellence goals, calendar coordination, the points system, and overseeing officer transitions with detailed tracking and assessments.
- Weekly email newsletters from the Vice President highlight key dates, chapter updates, and upcoming deadlines, complementing the chapter calendar for easy reference.
- A color-coded, shared Google calendar, editable by all members, ensures transparency and accessibility for events such as chapter meetings, campus activities, philanthropy, and academic deadlines.
- The points system tracks member engagement and is used to determine privileges such as room selection. Points are earned through participation in chapter and community activities and transparently updated on a shared spreadsheet.
- The Nautilus Chapter Development Program guides goal-setting and continuous improvement. Current focus areas include budget management, officer transitions, and recruitment quota fulfillment.
- Risk management includes assigning three sober event monitors per night, enforcing an alcohol-free house policy, and using a buddy system for off-campus events to enhance safety.
- Bylaws and standing rules are reviewed and updated every two years through a member-led committee. All changes require a unanimous chapter vote and are enforced by the Parliamentarian during meetings.
- Financial operations are managed via Billhighway. Members who do not pay dues by designated deadlines enter a 30-60-90 day collections protocol, while accommodations like Inactive Member Status (IMS) and Emergency Financial Member Status (EFMS) provide financial flexibility for members facing hardship or studying abroad.

Chapter Development Questions for 2025-2026:

- Is there a clear pathway for feedback from general members to influence operational decisions?
- How is the chapter ensuring that operational changes (e.g., new policies, calendar tools) are well-received by members?

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

Community Service & Engagement

- Kappa Delta's commitment to serving the Lehigh community and beyond is evident through the chapter's outstanding philanthropic and service contributions in the 2024-2025 academic year.
- Shamrock Spirit Week engages the campus community through themed days, social media promotions, and awareness activities, such as lawn decorations and pinwheel planting for Child Abuse Prevention Month.
- The chapter raised \$14,853 through the 2025 Shamrock event, "So You Think You KΔn Dance," benefiting Prevent Child Abuse America and Valley Youth House. Over 20 campus organizations participated, and the event sold out at the Zoellner Arts Center.

- The Girl Scout partnership includes semesterly events aligned with the Girl Scout's badge or Journey curriculum. Activities in 2024-25 focused on environmental justice, culminating in a service project and awareness campaign on campus.
- The chapter's Confidence Coalition platform supports confidence-building for girls and women through events and mentoring. Members serve as mentors during Girl Scout events and promote continued education for young girls.
- The chapter contributes to Lehigh-wide initiatives such as Hawkathon for CHOP, the Holiday Hope Chests campaign, and the Broughal Middle School Dinner.
- Panhellenic relations are strengthened through cross-chapter sisterhood events and leadership roles on the Panhellenic Executive Board, fostering unity and inclusivity in Greek life.

Chapter Development Questions for 2025-2026:

- How can the chapter work to establish more meaningful relationships with organizations both within the Panhellenic council and those in the Interfraternity and Cultural Greek Councils?
- How does the chapter ensure that philanthropy efforts align with members' passions and career interests?
- How can Kappa Delta amplify its Confidence Coalition programming across campus?

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

Academic & Intellectual Advancement

- Kappa Delta was ranked first out of eight Panhellenic sororities in the fall 2024 semester with a GPA of 3.66, an increase of 0.03 from the spring 2024 semester. The 3.66 GPA placed the chapter above the All Panhellenic, All Sorority, and all Greek averages.
- Kappa Delta was ranked second out of eight Panhellenic sororities in the spring 2025 semester with a GPA of 3.66, maintaining the same average from the fall 2024 semester. The 3.66 GPA placed the chapter above the All Panhellenic, All Sorority, and all Greek averages.
- Kappa Delta's spring 2025 new member class GPA was 3.61, ranking second out of eight Panhellenic chapters conducting spring recruitment.
- Kappa Delta had 63.4% of the chapter on the Dean's List in the fall 2024 semester and 52.9% on the Dean's List in the spring 2025 semester.
- Members falling below academic standards are placed on academic probation, during which they must earn 10 academic points via tutoring, library hours, study centers, and academic workshops.
- The chapter offers resume workshops and invites alumnae and professionals for career development programming, preparing members for post-college success.
- Intellectual enrichment is encouraged through a chapter book club that meets monthly to discuss literature and contemporary issues, promoting critical thinking and shared dialogue.
- The "Pearl Pals" mentorship initiative pairs new members with junior and senior members of the chapter in similar academic fields to provide tutoring, study support, and career advice.

Chapter Development Questions for 2024-2025:

- What steps could be taken to expand Pearl Pals into a more robust academic mentorship program?
- Are there underutilized campus resources (e.g., tutoring centers, academic clubs) the chapter could partner with?

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

Facilities Management

- Kappa Delta had no common damages in the 2024-2025 academic year.
- Kappa Delta had no issues with openings or closings in the 2024-2025 academic year.
- Kappa Delta had no Major Life Safety Violations in the 2024-2025 academic year.
- The Director of Collegiate Facilities coordinates chore schedules, cleanliness inspections, and maintenance with the house chef, university staff, and housing corporation to ensure smooth house operations.
- Sustainability efforts include reducing plastic use, composting with the chapter chef, and hosting eco-education workshops in partnership with campus organizations.

Chapter Development Questions for 2025-2026:

- Could the chapter introduce a house-wide sustainability challenge to promote daily eco-conscious habits?
- What wellness-focused enhancements (e.g., quiet spaces, mindfulness corners) could be introduced to the house?

In the area of **Facilities Management**, the committee rated Kappa Delta to be an Accredited with Excellence ▾ Chapter.

Overall Rating

Overall, Kappa Delta has been rated an Accredited with Excellence ▾ chapter by the 2024-2025 Accreditation committee.

Kappa Delta has demonstrated exemplary performance across all five accreditation areas, earning the distinction of accreditation with excellence. The chapter's success can be attributed to a culture of intentional leadership development, transparent operations, and a deeply rooted commitment to values-based programming. Best practices include the structured officer transition process guided by detailed documentation and mentorship from the Chapter Advisory Board, the integration of DEI initiatives across leadership and recruitment activities, and a robust risk management system that prioritizes member safety. Additionally, the chapter's ability to consistently exceed philanthropic goals and maintain one of the highest GPAs among Panhellenic chapters reflects both its civic engagement and academic rigor. Despite these achievements, areas for continued growth include expanding long-term partnerships with local organizations for sustained community impact, further formalizing academic support for members studying abroad or on probation, and exploring new sustainability initiatives within the chapter facility. By building upon these strong foundations, Kappa Delta is well-positioned to sustain its legacy of excellence while continuing to evolve as a model chapter on Lehigh's campus.

The Accreditation committee assigns Kappa Delta 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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- Is there a clear pathway for feedback from general members to influence operational decisions?
- How is the chapter ensuring that operational changes (e.g., new policies, calendar tools) are well-received by members?
- How can the chapter work to establish more meaningful relationships with organizations both within the Panhellenic council and those in the Interfraternity and Cultural Greek Councils?
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Best Practices

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