

Academic Achievement

- Kappa Alpha Theta was ranked sixth out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.47, a decrease of .06 from the Spring 2025 semester. The 3.47 GPA placed the chapter above/below the All Greek, All Panhellenic, and All Sorority averages.
- Kappa Alpha Theta was ranked fifth out of eight Panhellenic sororities in the Spring 2026 semester with a GPA of 3.53, an increase of .06 from the Fall 2025 semester. The 3.53 GPA placed the chapter above the All Greek and All Sorority averages and below the All Panhellenic.
- Kappa Alpha Theta's Fall 2025 new member class GPA was 3.59 ranking first out of five Panhellenic sororities.
- Kappa Alpha Theta's Spring 2026 new member class GPA was 3.5, ranking sixth out of eight chapters conducting Spring recruitment.
- Kappa Alpha Theta had 46.4% of the chapter on the Dean's List in the Fall 2025 semester and 53.5% on the Dean's List in the Spring 2026 semester.
- Members who fall below required GPAs meet with the Academic Development Director and advisor to develop tailored Academic Plans, set SMART goals with concrete actionable steps, and identify specific resources including scheduling regular tutoring sessions through the Academic Success and Writing Center, attending professors' office hours consistently, establishing structured study schedules, and utilizing writing center services for assignment review and revision.
- Members are organized into major, college, and professional track group chats on Slack creating mentorship networks where younger members turn to older members for guidance, facilitating group study sessions, peer mentorship, collaboration on major-specific opportunities, and sharing upcoming research opportunities, career events, and internship leads relevant to their fields.
- Through ongoing collaboration with Lehigh's undergraduate advising offices, the chapter works with members to develop personalized four-year academic plans extending beyond semester course registration, encouraging intentional thinking about major choice, potential minors, and campus opportunities aligned with personal and professional aspirations, helping members pick elective courses that deepen career interests and determine when to pursue research or internship opportunities.

Chapter Development Questions for 2026-2027:

- How might the chapter expand its four-year academic planning collaboration with Lehigh's undergraduate advising offices to include more structured career pathway guidance and alumni mentorship connections?
- How does the chapter balance academic accountability with member wellbeing when implementing individualized academic plans and bi-weekly check-ins for members below GPA requirements?
- What opportunities exist for the chapter to enhance its professional development programming by bringing in more alumni speakers, hosting industry panels, or creating formal resume review sessions beyond the current informal peer-review system?

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

Campus and Community Engagement

- Chapter members demonstrate extensive campus involvement across diverse organizations including leadership positions such as Army ROTC Recruiting Officer, Co-President of LUAG Peer Arts Council, President of Community Growers, VP of STEM Engagement Club, President of Pre-SOMA, Co-President of Lehigh Tea Club, Panhellenic VP of Access and Advocacy, Co-President of Women in Finance, Head Gryphon of Trembley Park, Secretary of Diversity Peer Educators, CSO Student Coordinator, and Director of Administration for Mock Trial. The chapter collaborates with non-Greek organizations including Lehigh After Dark, Ice Skating Club, Office of Survivor Support and Intimacy Education, and University Counseling and Psychological Services..
- The chapter encourages campus involvement by sharing opportunities through chapter slides, offering Bettie Bar Points for attendance at campus events, providing announcement reminders, empowering members to step forward and create change regardless of age or seniority (demonstrated by a first-year member drafting a discrimination clause amendment to the Panhellenic Constitution following the Borg incident), and maintaining ongoing personal connections with alumni including lasting friendships with graduated seniors.
- Alumni engagement occurs through Facebook group for announcements and discussion, email lists for formal communications, Instagram and TikTok for updates, Theta Connect platform for professional networking and job opportunities, annual 40th anniversary celebration with seating by Greek families, fall tailgate at Lehigh-Lafayette football game, transparent facility move communications, and planned "goodbye brunch" at the old house in Spring 2026.
- Family engagement centers on annual Family Weekend featuring a barbecue on the back porch for families to meet (especially meaningful for newly initiated members), tailgate at the Lehigh football game where parents bring food and drinks, Family Weekend banner for photo opportunities, concluding Sunday brunch with house tours, and a dedicated Parents and Families section on the chapter website for ongoing updates.

Chapter Development Questions for 2026-2027:

- How does the chapter ensure that knowledge and best practices gained from inter/national programs like Emerging Leaders Institute and Leadership Academy are effectively disseminated to the broader membership beyond just executive board members?
- What strategies could the chapter implement to increase alumni engagement beyond current events and social media platforms, particularly focusing on mentorship matches between current members and alumni in similar career fields?
- How might the chapter expand its collaborations with non-Greek organizations to create more sustained partnerships rather than one-time events, potentially developing semester-long programs or recurring initiatives?

In the area of **Campus and Community Engagement**, the committee rated Kappa Alpha Theta to be an Accredited - Chapter.

Chapter Growth and Sustainability

- The Executive Recruitment Board implemented a Recruitment Points (RPs) system requiring members to earn fifty RPs to attend Fall Date Party, with points earned through attending events, bringing PNMs, completing outreach, sharing flyers on social media, or attending campus events in Theta apparel, addressing the unsustainable burden that previously fell solely on ERB given the chapter's critically low membership numbers.
- The chapter prioritized transparency by gathering referrals through members' campus involvements, pairing interested PNMs with members who share similar hobbies, sharing information about financial

obligations openly, and encouraging PNMs to contact the Vice President Finance directly with concerns or questions about dues and costs.

- Fall 2025 COB efforts successfully welcomed twelve new members, tripling the number from the 2025 Primary Recruitment cycle, with success attributed to chapter-wide participation through the RP system that streamlined involvement, delegated tasks, required documentation through Google Forms, and maintained regularly updated tracking spreadsheets.
- Elected officers complete a two-week transition period in November involving individual meetings between incoming and outgoing counterparts using transition documents, joint executive board meetings to promote continuity, participation in the Summit for Greek Excellence with position-specific and mixed-group sessions, and establishment of weekly executive meetings for updates and collaboration.
- The chapter reinforces values-based learning through the LEAD (Lead, Empower, Aspire, Develop) program led by the Vice President Education at the beginning of spring semester, utilizing comprehensive chapter appraisals with seventy-two statements rated on a four-point scale across programming areas to gather member feedback, establish four key goals (building sustainable chapter through recruitment, strengthening community through firesides, increasing involvement through committees, and enhancing academic/professional culture), and ensure officers model Theta's values while guiding the chapter.

Chapter Development Questions for 2026-2027:

- How might the chapter leverage its restructured 12-position executive board (down from 17) to create more opportunities for general member leadership development and committee involvement beyond formal officer roles?
- How does the chapter measure the effectiveness of the LEAD program and chapter appraisal process in driving meaningful change, and what mechanisms exist to ensure feedback gathered translates into concrete action items throughout the year?
- What opportunities exist for the chapter to formalize its transition process beyond the current two-week period, potentially creating a mentorship system where outgoing officers remain available as resources throughout the incoming officers' first semester?

In the area of **Chapter Growth and Sustainability**, the committee rated Kappa Alpha Theta to be an Accredited with Excellence Chapter.

Service and Philanthropy

- Kappa Alpha Theta's primary philanthropic partner is Court-Appointed Special Advocates (CASA), a program that trains volunteers to advocate for children navigating the foster care and court systems, with chapter efforts focused on raising money for volunteer training and child advocacy while providing educational modules to help members understand the mission's real-world impact.
- Members exceeded the chapter's bylaw requirement of 5 service hours per semester by completing an average of 17 service hours per member during the 2025-26 academic year, with a total of 1,073 service hours completed across the chapter and some individual members contributing as many as 150 hours in a single semester.
- Beyond CASA-focused initiatives, the chapter actively collaborated with the Lehigh Community Service Office on multiple initiatives including the Middle School Homework Club Dinner Program, blood drive support through tabling and prize donations, and participation in events like Spooktacular and Spring Fling.

Chapter Development Questions for 2026-2027:

- What opportunities exist for the chapter to partner with other Panhellenic organizations on larger-scale philanthropy events that could increase fundraising capacity and campus awareness while reducing the planning burden on individual chapters?
- How does the chapter track and celebrate individual member service contributions, particularly recognizing those who complete significantly more than the 5-hour requirement (some contributing 150 hours), to inspire continued engagement and leadership in service?
- How does the chapter ensure that members develop a deep, authentic connection to CASA beyond just fundraising activities, particularly for members who do not have personal experience with the foster care or court systems?

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

Facility Management

- The Facility Management Director (FMD) sets clear expectations at the start of each semester during a mandatory house meeting where she reviews Lehigh University policies including fire safety regulations, and leads residents through a collaborative discussion to establish shared expectations around respect, cleanliness, and community standards in their shared living space at 106 Hill Road.
- The chapter maintains a separate Slack channel specifically for house residents that serves multiple purposes including holding each other accountable for cleanliness standards, communicating about items left in shared spaces through messages or photos so owners can retrieve belongings, and featuring a pinned Google Form where members can report anything that breaks or needs repair, which the FMD manages by submitting appropriate work orders to the university for quick resolution.
- House residents collectively established quiet hours beginning after 10 PM and ending at 7 AM on weekdays and Sundays to ensure everyone can get sufficient rest before classes, balancing the social nature of living together with academic responsibilities, with these agreed-upon rules typed up and shared in the "living in the house" Slack channel for easy reference and the ability for members to privately message the FMD if adjustments are needed or concerns arise.
- The Facility Management Director organizes bonding events specifically for house residents to prevent members from staying in their comfortable bubbles and to strengthen friendships that form effortlessly when everyone comes together naturally, with interest forms sent out before programs to gather information about availability and scheduling events when the majority of residents can participate, followed by program feedback forms after each event allowing Thetas to reflect on their experience, share whether they enjoyed the activity, suggest improvements, and explain their takeaways.

Chapter Development Questions for 2026-2027:

- How does the chapter plan to transfer the house management systems, expectations, and resident culture to the new facility when the chapter moves in Fall 2026, particularly ensuring that established practices like quiet hours and guest policies are maintained?
- In what ways could the chapter enhance its educational programming for house residents to include more topics relevant to communal living, conflict resolution, and building inclusive spaces, potentially partnering with additional campus offices beyond CSO and UCPS?
- How does the chapter ensure that bonding events organized by the Facility Management Director reach members who may be less socially connected or who tend to stay in their friend groups, and what follow-up occurs after events to measure impact on resident relationships?

In the area of **Facility Management**, the committee rated Kappa Alpha Theta to be an **Accredited** Chapter.

Health and Safety

- The chapter maintains an active Risk Prevention Team (RPT) at all chapter events, with all Executive Board members serving as RPT members and a requirement in accordance with Kappa Alpha Theta's national policies that RPT members be present at all chapter-hosted social events with a minimum ratio of one RPT member for every twenty attendees, though Epsilon Rho intentionally exceeds this requirement by assigning one event monitor for every ten attendees as an added precaution, with RPT members remaining sober throughout events to actively monitor the environment, ensure policies are followed, and provide assistance to anyone needing support.
- All general members are required to complete at least one RPT shift per semester through a Sunday sign-up spreadsheet system where members select shift slots for upcoming events with shift distribution tracked to ensure responsibilities are distributed fairly across the chapter, and RPT members are always paired with at least one other monitor using a confidential risk group chat to quickly share updates, ask for support, and coordinate responses if situations arise, reinforcing that risk prevention is a shared responsibility across the entire chapter.
- The chapter implements proactive safety practices including requiring new members to arrive one hour earlier than the rest of the chapter at social events and check in with an RPT member, with an event monitor observing and supporting new members as they socialize to reduce the risk of pregaming and ensure concerns can be addressed early in a controlled environment, with new members who arrive having consumed alcohol beforehand not permitted to attend the event and receiving early intervention from RPT members to ensure they return home safely.

Chapter Development Questions for 2026-2027:

- How does the chapter ensure that health and safety education (sexual misconduct prevention, medical amnesty, responsible alcohol consumption) is reinforced throughout the year rather than being limited to one-time presentations at the beginning of each semester?
- How might the chapter expand its wellness programming beyond the current Fireside and Mindfulness Event offerings to create a more comprehensive mental health support system, potentially including regular check-ins, stress management workshops, or partnerships with University Counseling and Psychological Services?
- In what ways could the chapter better assess the effectiveness of its proactive safety practices through member feedback and incident tracking to identify areas for continuous improvement?

In the area of **Health and Safety**, the committee rated Kappa Alpha Theta to be an **Accredited with Excellence** Chapter

Member Education and Development

- The chapter utilizes a comprehensive peer accountability process consisting of two primary systems: the Member Development Committee (MDC) and the Bettie Bar Point (BBP) system, which work together to hold members accountable while encouraging personal and professional development, with the MDC composed of members elected by their academic class representatives and led by the Vice President of Operations (VPO), who is joined by the President, Human Resources Director, VP of Diversity, Equity, and Inclusion, and alumni advisor.
- The Vice President of Diversity, Equity, and Inclusion holds integral positions across multiple chapter leadership structures including the Executive Recruitment Board, the Member Development

Committee, and leads a DEI Committee of approximately 8 general, non-elected members that meets biweekly to discuss relevant topics and plan programming.

- MDC works proactively to address chapter challenges through a structured process beginning at the class level where representatives monitor group dynamics and identify concerns, which are then reviewed through one-on-one conversations with involved parties using scripted emails from the MDC handbook to ensure communications are supportive rather than accusatory, with outcomes ranging from informal guidance to structured probation plans that may include abstaining from alcohol, completing educational or safety training, or engaging with campus resources like the health center or confidential counseling services.
- The Bettie Bar Point (BBP) system serves as the foundation of the chapter's accountability structure where members begin each semester at the "Bettie Bar" and maintain or improve standing by attending mandatory events while earning additional points through optional participation, with any chapter member able to submit events for BBP approval based on availability to all members, event objectives, and trackable attendance, including fundraisers, club activities, and performances that recognize and support members' involvement outside of Theta.
- The chapter has implemented comprehensive inclusive language practices throughout all chapter communications and activities, utilizing gender-neutral terms and phrases such as "Thetahood" instead of "sisterhood," "Thetas" or "members" instead of "sisters," and "they/them" pronouns instead of default "she/her" pronouns when addressing the chapter as a whole to ensure inclusivity of all members regardless of gender identity.

Chapter Development Questions for 2026-2027:

- In what ways could the chapter expand its DEI programming beyond the biannual picnic and occasional movie nights to create more consistent, integrated diversity education throughout the year that reaches all members rather than primarily those who attend optional events?
- What opportunities exist for the chapter to formalize its new member education around DEI topics, ensuring that all new members receive comprehensive education about the chapter's commitment to inclusive excellence and understand how to contribute to creating an equitable community?
- How does the chapter ensure that the Member Development Committee maintains a balance between holding members accountable for concerning behaviors and creating a supportive, non-punitive environment that encourages members to seek help when needed?

In the area of **Member Education and Development**, the committee rated Kappa Alpha Theta to be an Accredited - Chapter.

Member Engagement and Belonging

- The chapter's Thetahood programming is coordinated by the Human Resources Director in collaboration with the Member Development Committee (MDC), emphasizing alcohol-free activities that promote wellness, inclusivity, and genuine relationship building to foster meaningful connections among members while addressing their evolving needs.
- Firesides serve as mandatory, structured chapter-wide conversations designed to ensure all members have opportunities to be heard through intentional dialogue grounded in respect, confidentiality, and active participation, incorporating both anonymous and open discussion formats with guided facilitation and group reflection to promote transparency, strengthen trust, and reinforce a culture of open communication and mutual respect.
- The annual Thetahood Retreat is a mandatory, full-day, on-campus experience designed to foster intentional connection, reflection, and personal growth in an alcohol-free environment, featuring a

thoughtfully structured itinerary that intentionally mixes members across member classes throughout activities to strengthen relationships beyond existing social circles and promote chapter unity.

- Retreat programming includes diverse activities such as goal and intention-setting exercises, small and large group bonding activities including speed dating and team-based challenges, wellness-focused components like mindfulness walks and guided reflection exercises, giving members the opportunity for reflections that encourage members to express appreciation and reconnect with their individual purpose within the chapter.

Chapter Development Questions for 2026-2027:

- How does the chapter ensure that alcohol-free Thetahood programming appeals to a diverse range of member interests and schedules, particularly reaching members who may be less inclined to attend optional social events or who have significant time constraints due to academic or extracurricular commitments?
- How does the chapter support members who may feel disconnected from the chapter community or who struggle to form close friendships despite Thetahood programming efforts, and what proactive outreach systems exist to identify and support these members before they consider disaffiliation?

In the area of **Member Engagement and Belonging**, the committee rated Kappa Alpha Theta to be an Accredited with Excellence Chapter.

Goals and Achievement Plan

- The chapter conducted a comprehensive SWOT analysis identifying key strengths including being a small, close-knit chapter that allows for closer relationships within and outside member classes with mentorship opportunities creating an environment of belonging, high investment in chapter success from all members, increased leadership opportunities for general members due to smaller size, a very diverse membership, values-based recruitment through the continuous open bidding (COB) process, and strong risk management communication and enforcement practices.
- Identified weaknesses include difficulty separating chapter business from personal friendships and relationships, large burden on fewer people due to small chapter size, lack of true transparency in recruitment operations, giving the impression of recruiting out of desperation through too many recruitment attempts, experiencing a burnout cycle among leadership, unproductive executive board meetings due to too many side conversations and personal position questions that should be addressed privately, unclear boundaries about when to be transparent within executive board and the general chapter, and potential for exclusion due to small size for members who don't have very close friends in Theta.
- Opportunities identified include greater control and autonomy with continuous open bidding recruitment, ability to develop relationships with first-years, increased campus involvement and involvement with First Year Experience programs, connections with organizations outside of Panhellenic and IFC, benefits of the new house with more common spaces that will aid recruitment and eliminate the burden of filling a huge house, viewing accreditation as a teaching moment about progress rather than perfection, and ongoing member development initiatives.
- Threats identified include negative campus reputation that can cause problems with recruitment, negative perception of continuous open bidding, difficulty connecting with potential new members during recruitment, cyclical patterns of challenges, difficulty getting responses back from other chapters making collaboration with other organizations and establishing social relationships challenging, and problematic fraternity perceptions and reliance on fraternities for social programming.

Chapter Development Questions for 2026-2027:

- How does the chapter plan to address the identified weakness of financial transparency in recruitment to ensure potential new members have a clear, honest understanding of the costs associated with membership before accepting bids, and what specific steps will be taken to incorporate this transparency into recruitment conversations and materials?
- In what ways could the chapter address the identified threat of negative campus reputation through proactive campus engagement and relationship-building beyond recruitment efforts?
- How does the chapter plan to balance the high recruitment goal with maintaining the identified strength of being a "small, close-knit chapter" that allows for closer relationships and mentorship opportunities, ensuring that rapid growth doesn't compromise the intimate culture that members value?

In the area of **Goals and Achievement Plan**, the committee rated Kappa Alpha Theta to be an **Accredited - Chapter**.

Overall Rating

Overall, Kappa Alpha Theta has been rated an Accredited with Excellence - chapter by the 2025-2026 Accreditation committee.

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!