

Academic Achievement

- Kappa Delta was ranked first out of eight Panhellenic sororities in the Fall 2025 semester with a GPA of 3.66, same as the Spring 2025 semester. The 3.66 GPA placed the chapter above the All Greek, All Panhellenic, and All Sorority averages.
- Kappa Delta was ranked first out of eight Panhellenic sororities in the Spring 2026 semester with a GPA of 3.64, a decrease of .02 from the Fall 2025 semester. The 3.64 GPA placed the chapter above the All Greek, All Panhellenic, and All Sorority averages.
- Kappa Delta's Spring 2026 new member class GPA was 3.52, ranking fourth out of eight chapters conducting Spring recruitment.
- Kappa Delta had 62.1% of the chapter on the Dean's List in the Fall 2025 semester and 56.3% on the Dean's List in the Spring 2026 semester.
- Members are categorized into two distinct academic standing classifications based on GPA thresholds: Bad Standing (GPA below 2.5) and Warning Zone (GPA between 2.5 and 2.79), with each category triggering specific intervention protocols and support mechanisms designed to address academic challenges at appropriate levels of urgency while providing resources before performance reaches critical levels
- Bi-weekly monitoring meetings with the Director of Scholarship provide ongoing support and accountability for members in Bad Standing, serving dual purposes of tracking academic progress throughout the semester and verifying that members are actively utilizing recommended campus resources such as tutoring centers, academic advising, office hours, study groups, and other support services that can directly impact academic performance improvement.
- The chapter implements a systematic grade review process that prioritizes member confidentiality while maintaining academic accountability, ensuring that all academic information remains strictly confidential and is not shared beyond this designated position to protect member privacy while monitoring academic performance.

Chapter Development Questions for 2026-2027:

- How might the chapter measure the effectiveness of its academic intervention strategies, and what data could be collected to demonstrate whether members in Bad Standing and Warning Zone are successfully improving their GPAs over time?
- How could the chapter better integrate peer-to-peer academic support systems, such as study buddy programs or subject-specific tutoring from high-performing members, to complement the formal academic standing protocols?
- How could the Director of Scholarship collaborate more closely with campus academic resources to create a referral pipeline that ensures members in academic difficulty quickly connect with appropriate university support services?

In the area of **Academic Achievement**, the committee rated Kappa Delta to be an **Accredited** Chapter.

Campus and Community Engagement

- Campus involvement data indicates strong member engagement across diverse organizations, with the Campus Involvement spreadsheet documenting that chapter members hold leadership positions in over 100 different campus organizations spanning academic clubs, service organizations, professional development groups, cultural organizations, athletic teams, and university programs
- The chapter demonstrated exceptional engagement with national and regional Kappa Delta programming through participation in multiple high-level events, including the Kappa Delta National Convention for biennial leadership gathering focused on electing National Council, amending bylaws, providing leadership training, and promoting the sorority's mission of building confidence in women and the Kappa Delta EMPOWER Recruitment & Marketing Academy for specialized weekend training on recruitment strategies, marketing skills development, and confidence building.
- Collaborative partnerships extend beyond the Greek community through intentional relationships with diverse campus organizations, including the Gender, Leadership, and Empowerment Center for a trivia night focused on inclusivity and empowerment education, and Relay for Life/Colleges Against Cancer to support survivors and caregivers while raising awareness and funds for the American Cancer Society, demonstrating the chapter's commitment to contributing to positive social climate across Lehigh's campus through values-aligned partnerships that advance shared missions of equity, service, and community building.
- Alumni engagement strategies include both in-person and digital connection opportunities, with signature events like So You Think You Can Dance providing occasions for former members to return and witness chapter growth since founding while allowing new members to meet and network with alumni who have transitioned to workforce or graduate school, supplemented by active social media connections through a dedicated Facebook group and semesterly newsletters that maintain ongoing communication across member classes.

Chapter Development Questions for 2026-2027:

- What strategies could the chapter employ to better leverage the extensive network of members in leadership positions across campus to create collaboration opportunities and amplify Kappa Delta's positive influence on Lehigh's community?
- How could the chapter expand its alumni engagement beyond the current newsletter and social media approach to create mentorship programs, career networking events, or giving circles that provide tangible value to both alumni and current members?
- In what ways might the chapter enhance its family engagement programming to maintain connections throughout the year rather than concentrating outreach during specific events, creating a sustained sense of community among members' families?
- How could the chapter more intentionally document and share the outcomes of its collaborative partnerships with non-Greek organizations to demonstrate impact and attract additional partnership opportunities?

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

Chapter Growth and Sustainability

- Transition processes incorporate both formal documentation and personal mentorship through multiple touchpoints, including outgoing Council members creating comprehensive "guide to their position" documents, scheduling one-on-one meetings with incoming counterparts to discuss responsibilities in depth and answer questions, and this year's addition of an outgoing and new council dinner to celebrate transitions and unite the teams, resulting in successful outcomes with smooth leadership continuity.

- Values-based learning for new members is systematically delivered through the new member education program, which intentionally integrates Kappa Delta's core principles of good fellowship, friendship, sisterly love, education, social interest, and service through structured presentations, guided discussions, and reflection activities specifically focused on building confidence, encouraging personal growth, developing leadership skills, and inspiring meaningful action that extends beyond the new member period.
- The new member education curriculum emphasizes practical application of organizational values, allowing new members not only to learn about Kappa Delta's founding principles and historical significance but also to understand and practice how to apply these values in their academic pursuits, social interactions, philanthropic endeavors, and leadership development both within the sorority and across the broader Lehigh University campus community.
- Values-based learning continues beyond the new member period through ongoing member development opportunities, including structured leadership roles at various organizational levels (Council positions, committee chairs, appointed positions), active committee involvement allowing members to contribute to specific chapter functions, sustained philanthropic initiatives reinforcing service values, and explicit encouragement for members to engage in campus activities and pursue leadership opportunities beyond Kappa Delta Sorority.

Chapter Development Questions for 2026-2027:

- What strategies could the chapter employ to maintain member engagement and connection to organizational values during the period between initiation and when members assume formal leadership roles?
- In what ways might the chapter assess whether values-based learning is translating into changed behaviors and decision-making among members?
- What systems could the chapter implement to ensure that the comprehensive officer transition processes documented for Council positions are replicated for appointed directors and committee chairs, creating consistent leadership development at all organizational levels?

In the area of **Chapter Growth and Sustainability**, the committee rated Kappa Delta to be an Accredited - Chapter.

Service and Philanthropy

- Kappa Delta's philanthropic mission centers on two national partnerships: Prevent Child Abuse America (PCAA) as their primary philanthropy and Girl Scouts of the USA as their national service partner, with members demonstrating strong commitment by consistently filling every volunteer opportunity and actively participating in all philanthropy events.
- The chapter's signature fundraising event, SYTYKD (So You Think You Know Delta), generated \$16,474 through ticket sales, t-shirt sales, refreshment sales, and online donations, establishing it as Lehigh University's largest student-run philanthropy event.
- The chapter's holistic approach to philanthropy extends beyond fundraising to include meaningful relationship-building: members actively support other Greek organizations' philanthropic events while maintaining a presence at university-wide CSO events like Spooktacular and Holiday Hope Chest, fostering a collaborative philanthropic culture across campus.

Chapter Development Questions for 2026-2027:

- What strategies could the chapter implement to increase total service hours per member while maintaining quality engagement, and how could service be better integrated into regular chapter programming rather than existing as separate events?
- In what ways might the chapter deepen its relationship with Valley Youth House and Prevent Child Abuse America beyond financial donations to include advocacy, awareness campaigns, or direct service opportunities that align with members' professional interests and skills?
- How could the chapter better document and communicate the stories and impact behind its philanthropy work to increase member understanding of why these causes matter and strengthen emotional connection to service activities?

In the area of **Service and Philanthropy**, the committee rated Kappa Delta to be an **Accredited** Chapter.

Facility Management

- The chapter maintains efficient facility operations through a systematic weekly rotating chore assignment structure, with job assignments distributed every Sunday via the in-house group chat and posted on a physical chore chart in the kitchen, while a separate group chat facilitates day-to-day casual communication among in-house members to ensure smooth household coordination and immediate issue resolution.
- Communication infrastructure supports effective facility management through multi-layered information systems, including the primary in-house group chat for official chore assignments and announcements, a secondary casual communication group chat for day-to-day coordination, and direct lines of communication with Chef Tim for meal planning and House Corp Chair Sue Hicks for property maintenance issues.
- The Vice President of Operations oversees comprehensive safety and facilities responsibilities including conducting regular safety inspections, coordinating room selection processes, and managing house opening and closing procedures each semester, ensuring that all physical plant operations meet both university requirements and chapter standards while maintaining a safe, functional living environment for in-house members.
- The chapter demonstrates strong commitment to environmental sustainability through multiple waste reduction initiatives, prioritizing the elimination of single-use plastic consumption by exclusively using reusable dishes, silverware, and coffee cups in the chapter house as a standard expectation upheld by all in-house members as part of daily operations.

Chapter Development Questions for 2026-2027:

- How might the chapter assess member satisfaction with facility management systems and identify areas where the weekly chore rotation or communication processes could be improved to reduce friction and increase accountability?
- How could the chapter create more robust training for in-house members regarding facility expectations, safety procedures, and emergency protocols to ensure all residents understand their responsibilities and know how to respond to various situations?

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

Health and Safety

- The chapter maintains strict adherence to alcohol-free housing standards mandated by both university and national Kappa Delta policies, with members who are seen or suspected of consuming

alcohol within the chapter house subject to the Standards process and potential sanctions, establishing clear boundaries that prioritize member safety and organizational integrity.

- The Event Monitor system requires all sisters living within the chapter house and initiated new members to serve as sober monitors at least twice per semester, with a minimum of three event monitors assigned every night that Kappa Delta participates in social events, strategically staggered across locations to maximize support availability for members both at home and at social venues.
- Event monitor positioning follows a strategic distribution model where one monitor remains within the Kappa Delta household while two attend the social event, ensuring that any sister has immediate access to support regardless of her location, with this system designed to provide comprehensive coverage and rapid response capability during high-risk time periods.
- The chapter implements harm reduction programming through creative wellness initiatives such as their Study Break events, featuring a hot chocolate bar and slime-making activity organized by Kira Harrington that provided finals week stress relief while creating a relaxed, supportive environment emphasizing balance, self-care, and community support during academically demanding periods, demonstrating that health and safety extends beyond risk management to holistic well-being.

Chapter Development Questions for 2026-2027:

- How might the chapter evaluate the effectiveness of its Event Monitor system and gather feedback from members who have served in this role to identify challenges, improve training, or adjust expectations for future social events?
- What additional harm reduction strategies could the chapter implement to address health and safety concerns beyond alcohol-related incidents, such as mental health crises, sexual assault prevention, or supporting members with chronic health conditions?

In the area of **Health and Safety**, the committee rated Kappa Delta to be an **Accredited - Chapter**

Member Education and Development

- The chapter's peer accountability process is fundamentally rooted in transparency and mutual respect, promoting conflict resolution through thoughtful and intentional conversations between members, with situations escalating to the Accountability and Support Board only when members cannot resolve issues independently. The Accountability and Support Board operates as an educational and supportive framework rather than a punitive system, conducting confidential meetings focused on collecting information, understanding the potential impact of situations, and determining appropriate courses of action that hold individuals accountable while ensuring they feel respected and supported throughout the process.
- New members receive intensive orientation on behavioral expectations through meetings with multiple council members and the Vice President of Inclusion, specifically outlining expectations and discussing the importance of intentional decision-making, emphasizing that each member is a reflection of the organization and must understand how to represent it positively in all settings.
- Professional development programming prepares members for future careers through both formal opportunities and cultural integration, including resume-building workshops, networking events, and collaboration with professional fraternities and pre-professional organizations on campus that expose members to diverse career paths and professional growth strategies.
- Leadership development is deeply embedded in the chapter's structure, with the majority of members currently holding or having previously held leadership positions, allowing members to strengthen organizational and collaborative skills while becoming more involved in both the organization and local community, directly translating to enhanced professional readiness.

Chapter Development Questions for 2026-2027:

- How could the chapter create more structured pathways for members to progress from general membership to committee involvement to leadership positions, ensuring that leadership development is intentional rather than relying solely on members to self-identify opportunities?
- In what ways might the chapter assess whether its DEI programming is creating lasting attitude and behavior changes among members rather than simply providing information during isolated training sessions?
- What mechanisms could the chapter establish to ensure that professional development opportunities are equitably accessible to all members regardless of their academic major, career interests, or class year?

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

Member Engagement and Belonging

- The chapter prioritized alcohol-free sisterhood programming throughout the academic year, implementing a diverse range of activities designed to strengthen interpersonal bonds while fostering an inclusive, supportive environment that emphasized meaningful connection over social drinking culture.
- Recruitment preparation incorporated creative sisterhood-building through a canvas painting event that served the dual purpose of fostering meaningful conversations among members while allowing sisters to personalize canvases for their future big-little baskets, blending artistic expression with the anticipation of the new members.
- The comprehensive sisterhood programming strategy demonstrated intentional planning across multiple dimensions of engagement: athletic activities, cultural education, creative expression, and recruitment preparation, ensuring varied opportunities for different personality types and interests to connect meaningfully with their sisters.

Chapter Development Questions for 2026-2027:

- How could the chapter track whether sisterhood programming is successfully reaching members who may be less socially engaged or who face barriers to participation, ensuring that no members feel isolated or excluded from the chapter community?
- How could the chapter create more regular, smaller-scale bonding opportunities throughout the week in addition to planned events, fostering everyday connection and reducing the pressure on large sisterhood events to fulfill all social needs?
- In what ways might the chapter better recognize and celebrate the cultural diversity within its membership beyond single events, integrating multicultural awareness into regular chapter activities and creating space for members to share their traditions and backgrounds continuously?

In the area of **Member Engagement and Belonging**, the committee rated Kappa Delta to be an Accredited - **Chapter**.

Goals and Achievement Plan

- The chapter's comprehensive SWOT analysis identified core organizational strengths including exceptional internal sisterhood and community bonds, a highly successful philanthropy event (SYTYKD) generating over \$15,000 annually, substantial member involvement in organizations outside Fraternity and Sorority Life, consistent achievement of financial transparency requirements, strong organization and communication of events, effective new member programming, and robust prioritization of academic support systems that collectively demonstrate a well-functioning and values-driven organization.
- Critical weaknesses and challenges identified through the SWOT analysis include difficulties achieving 100% member payment compliance by established deadlines, recruitment quota challenges and retention rates falling below desired levels, limited career center and professional development programming, pre-recruitment efforts that may not effectively reach or diversify potential member pools, and absence of strong connections with Cultural Greek Council (CGC) chapters on campus, providing clear targets for focused improvement initiatives throughout the 2025-26 academic year.
- Strategic opportunities identified by the chapter include expanding SYTYKD involvement beyond traditional Panhellenic and IFC communities to encompass CGC organizations and broader campus groups, strengthening alumni engagement and creating a robust alumni circle, enhancing social media and digital platforms to attract diverse potential new members during recruitment, and utilizing increased partnerships with non-Greek life organizations for comprehensive leadership training and professional development opportunities that would extend the chapter's reach and impact across campus.
- Identified organizational threats requiring proactive management include fewer members running for certain council positions during the current election cycle compared to previous years, lingering negative Greek life stigma from recent campus events, intensified competition during Panhellenic recruitment periods, and rising membership dues costs resulting in increased financial strain and fewer members meeting payment deadlines, necessitating strategic responses to maintain chapter stability and member engagement.

Chapter Development Questions for 2026-2027:

- How could the chapter better involve broader membership in goal-setting and implementation beyond council leadership, creating ownership and investment in chapter goals across all member classes?
- How could the chapter create more specific and measurable definitions of success for qualitative goals such as "strengthening relationships" or "promoting DEI education" to enable more objective assessment of progress and outcomes?
- What systems could the chapter implement to evaluate whether its SMART goals are actually addressing the root causes of identified weaknesses rather than simply treating symptoms, ensuring that goals create lasting organizational change?

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

Overall Rating

Overall, Kappa Delta has been rated an Accredited chapter by the 2025-2026 Accreditation committee.

The Accreditation committee assigns Kappa Delta an overall rating of Accredited, chapter meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.