

2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

Chapter:

Kappa Alpha Psi

Assistant Director:

Olivia Miller

Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

Exceptional [3] - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

*remarkable commitment to chapter and community purpose, mission and values

Above Average [2] - commendable demonstration of chapter operations and membership engagement in the area of evaluation

*outstanding commitment to chapter and community purpose, mission and values

Average [1] - standard demonstration of chapter operations and membership engagement in the area of evaluation

*acceptable commitment to chapter and community purpose, mission and values

2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.

List any chapter provided supplemental materials.

N/A

Demonstrated effort toward prioritization of membership engagement & accountability.

Examples could include but are not limited to

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

Chapter's demonstrated description and justification.

While there are only six total active members within the Omicron Kappa Chapter of Kappa Alpha Psi Fraternity, Incorporated, our bonding frequency outside of usual fraternity business, such as chapter meetings and national meetings, has tremendously improved within the year of 2020 - 2021. As President of the Lehigh Chapter, the emphasis on spending quality time outside of fraternity business is high because in order for our chapter to function efficiently, we must first build relationships outside of professional requirements.

One example we can use in this prompt to display our collective effort in building the bond was our 3 vs. 3 basketball tournament at Ursinus College. It is true that the predominant members of our fraternity are student-athletes involved in track and field and football, but basketball happened to be a sport that everyone also enjoyed. During our brief tournament, we made sure to mix the teams in order to better understand how we can work with each other. Towards the end of the tournament, the mix of Julius, Will and Tre showed dominance on the court and there was no stopping them in the paint and even outside of the three-point line.

Another example of a bonding activity we try to do is to eat out. For some unusual reason and historically speaking, Waffle House tends to be the most popular option within the Fraternity. The food there never misses and the prices are great. Even though these aren't considered as "hosted events", whenever we go out to an excursion like this is still considered as Brotherhood events.

Brotherhood events go beyond our chapter's own bonding activities. We try to make sure that we also spend quality time with our fellow members involved in the Cultural Greek Council. Whether that is with the sisters of Mu Sigma Upsilon Sorority, Incorporated or with the sisters of Lambda Theta Alpha Latin Sorority, Incorporated, we always love quality time with all of them. From the times that we have spent together, it resulted in our chapter and their chapters hosting events together throughout the semester. In addition, we believe the council as a whole has moved at a much more efficient rate. In addition, Stuart Cundiff (Spring 2021), has also displayed engagement with the Office of Fraternity and Sorority Affairs and his other fellow Greek members through participating in the GEM Program. He mentioned that he was grateful and privileged to be a part of this as a new member and encourages incoming Greek members, whether in CGC, Panhellenic, or Interfraternity, to participate as well.

Ever since we have spent more time outside of professional business, more members have been engaged in events hosted by our Chapter and even events hosted by our fellow Cultural Greek Organizations. It is clear that there is a positive correlation between fraternity business and often bonding activities.

All of these seem great, but there is a reason why we think this category deserves an *above average*, instead of exceptional. The primary reason behind this is the improvement that the chapter's president could have made when it comes to responding to the emails from the Office of Fraternity and Sorority Affairs. There have been a few instances that we could think of when we have missed a few of the deadlines and one of them was filling out the Year End Evaluation Interview Selection Form (how ironic). Late responses to emails are unacceptable and our chapter does not and will not tolerate any excuses. However, we think this is a simple fix in the future and all it takes is to make any emails received and sent a priority when it comes to the Office of Fraternity and Sorority Affairs.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Alpha Psi went into the 2020-2021 academic year with only 6 active members spanning the 3 campuses the chapter is on - 3 of those members being at Lehigh. The chapter has historically placed an extremely heavy emphasis on official chapter business and operations like programming and chapter meetings. Kappa Alpha Psi was very intentional this past academic year to create spaces outside of official fraternity business for members to bond. They hosted activities like virtual get-togethers with members from other campuses to eliminate travel, 3v3 basketball tournaments, restaurant dinners, and spending time and bonding with other CGC organizations on campus. The chapter also had a member participate in OFSA's Greek Emerging Leaders program where they were able to make connections with members of the IFC and Panhellenic community as well. The panel believes "they did a great job finding ways to connect and bond. Since they span several campuses I would encourage them to keep using Zoom and other virtual methods to connect when needed". Utilizing this in the future will help the chapter to reach more members and breakdown barriers to actively participating in chapter meetings and programs. The chapter found that integrating more non-business activities in the chapter actually led to higher member engagement in programs and meetings - a great result! Being a small chapter, Kappa Alpha Psi brothers hold each other accountable through consistent communication with each other and follow up - they take a 'people first' approach, meaning the conversation always begins with "how can the chapter help?" rather than "why did you do...". The panel suggests Kappa Alpha Psi takes this philosophy and outlines a clear accountability process in the future.

The panel believes Kappa Alpha Psi is **above average** in 'demonstrated effort toward prioritization of membership engagement & accountability', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- How can the chapter continue to use virtual experiences to connect the chapter across campuses?
- In what ways can Kappa Alpha Psi capitalize off of relationships with IFC, Panhellenic, and other CGC organizations?

Demonstrated effort toward dedication to educational initiatives & chapter priorities

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*

- Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.
- Chapters should be attending all necessary National/regional/area organizational meetings as required.

Chapter's demonstrated description and justification.

On the national level, Kappa Alpha Psi Fraternity, Incorporated has halted new members intake from the fall of 2020 all the way through the spring of 2021 because of the pandemic. Despite this halt, our chapter was still able to thoroughly make an outscope about the current and following academic year.

Every year, our budget remains below \$1K. The reason behind this is simply because our members do not pay any dues post their initiation. However, after meeting with our alumni during both semesters, there were many brothers who agreed to have alumni dues for the brothers on the yard. It was just a matter of how much per year that stirred the dialogue a lot longer than it should have been. As a chapter, we are collectively figuring out what would be financially best for alumni and undergraduates. While funding has not been a problem throughout this whole year for our chapter, we think that once the pandemic is over, having a certain amount in our chapter's account could help this organization thrive. There have been many instances, when we were in person, where we just could not execute some of the events due to lack of funding (even after financial support from other organizations including the Cultural Greek Council, Student Affairs, Dean of Students, etc.).

In regards to educational initiatives, we have executed many events that we thought could educate our Omicron Kappa's audience and to the Lehigh's student body. The first thing we would like to mention is the Discover Immigration Series. Previously known as Immigration Awareness Week, we decided to change the name of the series primarily due to the connotation of the word, 'awareness.' In addition, instead of having the events back-to-back-to-back within a week, we thought it would be much better to have the conversation continued throughout the semester. There are two events that we would like to highlight in this educational initiative. The first one is "Promises and Pressures on a New Administration." Here, we and the Lehigh Immigration Coalition, briefly covered some of the promises that President Biden will implement within his first ninety days of being in office. We also discussed some of the pressures that our new Commander-in-Chief faces after inheriting major problems from the previous President. The second event we would like to highlight is "Debunking Immigration Myths," which was led and facilitated by our very own, Brother Julius Wibisono (Spring 2017). Here, Brother Wibisono debunked some of the most popular myths that surround the topic of immigration within the United States of America, which include: Immigrants Do Not Pay Taxes, Immigrants Come To The U.S. to simply have babies." Shortly after debunking some of the immigration myths, Brother Wibisono gave the audience the U.S. Citizenship Test to take because in order to be naturalized as a citizen, all immigrants have to pass this test. The purpose of that test was to show our audience how difficult the exam could be, let alone for immigrants whose first language is not even English.

Throughout the semester, we continued to remind our family and friends that Black Lives had and always will Matter. After the incident with George Floyd, and the recent tragedies with Daunte Wright, it is our duty and obligation to continue and further this dialogue on. As a Divine 9 organization at a Predominantly White Institution, our jobs go beyond holding an event to "talk" about what happened this past year to the black community. We have attended peaceful protests, shared social media contents on both our personal and on Omicron Kappa's page, and even extended financial support to our local black-owned businesses. In addition, we have also raised awareness of the "Stop Asian Hate Movement" through a ten-minute video that was presented by Brother Wibisono. In that video, Brother Wibisono covered the backgrounds of when and how the Asian hate began to form, and he also presented next steps to how we can further support our Asian community - whether in the Lehigh area, or in our own home.

In regards to attending the Northeastern Province organizational meetings, both Brother Octavious Carter and Brother Wibisono have represented the Omicron Kappa Chapter. To summarize what has been discussed during these meetings, it was more so about next step plans as a Fraternity in regards to the 2021 - 2022 academic year. Dialogue that has been talked about was decreasing new membership dues and where we could potentially hold the next in-person Northeastern Province region meetings.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Alpha Psi HQ halted intake for the 2020-2021 academic year, meaning the organization hasn't experienced growth since Spring 2020. This could have easily limited chapter operations, but the chapter continued to make an impact on campus through meaningful and powerful programming - as a panelist said, "they offered exceptional educational programming this year despite COVID limitations". The most prominent programming the chapter did was the 'Discover Immigration Series', formally known as 'Immigration Awareness Week' - the chapter worked to spread programming out over an entire semester to help with burn out and to keep the conversation going and remaining relevant. Kappa Alpha Psi collaborated with the Lehigh Immigration Coalition on two of the programs, 'Debunking Immigration Myths' and 'Promises and Pressures of a New Administration'. This series "was something I was very impressed by as the members put a lot of thought into the meaning behind the event and even changed the name to reduce associated stigma. The quality of these educational events hosted by Kappa Alpha Psi is something other chapters could learn from". The chapter also did social media campaigns and programs around the Black Lives Matter Movement and the Stop Asian Hate Movement, creating a 10-minute educational video to engage with. In addition to the plethora of programming, the chapter attended HQ Province meetings consistently, and maintained communication with their alumni chapter. Members of Kappa Alpha Psi do not pay dues after they are initiated and the chapter operates on a very small budget so intentional, meaningful programming is of the utmost importance to the chapter. The panel encourages the chapter "to be mindful of burnout and self-care", and to take advantage of collaborating with Lehigh offices, other chapters, and student organizations to share responsibilities.

The panel believes Kappa Alpha Psi is **exceptional** in 'demonstrated effort toward prioritization of membership engagement & accountability', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- Who can the chapter partner with to ensure the continued success of the Discover Immigration Series when there are no members on campus?
- How can the chapter promote an organizational culture of self-care and preventing burnout?

Demonstrated effort toward commitment to diversity, inclusion & equity

Examples could include but are not limited to

- 75%-100% completion of the EverFi Course on DEI.
- Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.
- Evaluated by-laws and recruitment practices for potential or unintentional bias.
- Held conversations with chapter members and/or the executive board using guiding questions from OFSA.
- Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.

Chapter's demonstrated description and justification.

The Omicron Kappa chapter of Kappa Alpha Psi Fraternity, Incorporated has done a tremendous amount of work toward encouraging a more diverse, inclusive, and equitable campus environment. All members have taken the time and completed the EverFi diversity training the university presented us and took the time to

discuss amongst ourselves and members of other CGC organizations. This training did well to speak to our experiences but also giving us the lens to look at things like microaggressions and other forms of discrimination, giving us the tools to understand how to identify and address such situations.

As it stands, our chapter is fairly diverse, whether that be racially (ethnically), geographically, or financially. In regards to race, although Kappa Alpha Psi is black by tradition we preach to our interests and it is evident by our alumni base that this is not by definition.

In 2020 the world was hit with a massive moment of awakening to the reality of race relations in America with the public execution of George Floyd. Throughout the semesters that followed members of the chapter did what was necessary to contribute to the plight of the Black Lives Matter movement. Working with other organizations within Lehigh's CGC we planned and executed social media campaigns supporting the movement and continued to push the conversation forward on the campus of a PWI. These initiatives can be coupled with individual efforts members of the chapter have been pursuing

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Alpha Psi brothers "demonstrated that they are advocates and allies" and their educational efforts "showcased exceptional diversity, equity, and inclusion efforts". As a Cultural Greek Council organization at a Predominately White Institution the chapter took it upon themselves to do more than just have a conversation around DEI. The chapter brothers showed up at peaceful protests, had a strong social media presence, and supported local Lehigh Valley black-owned businesses through the pandemic. Kappa Alpha Psi collaborated with CGC organizations on other media campaigns and programming to create momentum through numbers. One of the brothers also created a 10 minute educational video on the Stop Asian Hate Movement - touching on the history of Asian hate and how to further support the Asian community in the Lehigh area and beyond. The chapter had 100% participation in the EverFi DEI online module through OFSA and engaged in education on how to identify and confront microaggressions. Kappa Alpha Psi prides themselves in being "Black by tradition, not by definition" and has a racially, ethnically, geographically, and financially diverse membership. They are a leader in the Greek community in DEI work.

The panel believes Kappa Alpha Psi is **exceptional** in 'demonstrated effort toward commitment to diversity, inclusion & equity', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- How can Kappa Alpha Psi think about intersecting identities and see if there are opportunities to continue to grow and expand these efforts?

Demonstrated effort toward ability to adapt and implement creative and innovative methods

Examples could include but are not limited to

- Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.
- Created new communication and incentive programs.
- Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.

Chapter's demonstrated description and justification.

Throughout the 2020-2021 academic year, the Omicron Kappa Chapter of Kappa Alpha Psi Fraternity

Incorporated undoubtedly demonstrated their ability to adapt and establish various methods and initiatives despite this ongoing pandemic. First, we were able to move all of our Chapter Meetings, which occurred at least every month throughout the year, which included both “active” brothers on the yard and Alumni brothers across all three yards (school) , Lehigh University, Moravian College, and Ursinus College. Chapter Meetings usually occurred on Sundays. After a poll (When2Meet) was conducted, we found Sundays to be the most preferred day for all brothers (active and inactive). At least one Alumni brother was present for every chapter meeting held. This was a way for older brothers to meet and bond with the younger brothers. Especially in these unfortunate times, it was definitely beneficial to hear how brothers are doing and making sure everyone is safe and taking the right precautions. In addition, it was also an opportunity for alumni brothers to be updated and informed with everything that is going on the yard. They helped us with any ideas or plans we had for “virtual” events. In fact, our brothers at Ursinus College held a virtual Madden tournament in the beginning of the academic year as a way to raise money for our annual insurance. We had Alumni brothers and brothers from other chapters participating. Furthermore, Zoom wasn’t only used for chapter meetings but in fact, we virtually celebrated our chapter’s 20 year anniversary since we were chartered. We had an overall zoom meeting and also implemented break out rooms. Specifically, each breakout room consisted of brothers who had the same “line number.” For example, all of the Number 1’s (Aces) who were initiated in our chapter from 1987 to present.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

“COVID really challenged Kappa Alpha Psi to think outside the box and they had some great lessons learned about the success of virtual meetings”. The chapter was able to transition its normal, monthly chapter business meetings to a virtual platform - normally these meetings would rotate between the three campuses making full attendance difficult. The chapter found that moving these meetings virtually allowed for consistent attendance by not only undergraduate members, but alumni members as well. Kappa Alpha Psi made huge strides in alumni engagement this semester; alumni were present at every chapter meeting and played a huge role in helping and supporting the chapter in brainstorming and executing educational programming on all campuses. The chapter held a virtual event celebrating the 20 year anniversary of their charter which included an intro session and breakout rooms of line numbers from each line since its founding. Kappa Alpha Psi alumni were also a huge part of the chapter’s fundraising efforts. The chapter held fundraisers like a virtual madden tournament which had huge membership and alumni participation and allowed them to raise enough to cover their insurance premiums. The chapter is encouraged to work with their alumni to ensure Kappa Alpha Psi’s legacy continues when the current members graduate this spring.

The panel believes Kappa Alpha Psi is **above average** in ‘demonstrated effort toward commitment to diversity, inclusion & equity ’, aligning with the chapter’s self-evaluation.

Chapter Development Questions:

- How can Kappa Alpha Psi ensure continued alumni involvement in the future?
- In what ways can Kappa Alpha Psi prepare to resume intake when HQ allows?

Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*

- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*
- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

Chapter's demonstrated description and justification.

Our chapter has worked diligently to aid in the onboarding of new members through a multitude of ways. Through our chapter meetings we have invited older members of the chapter to come back virtually through zoom in order to communicate and interact with the new members. It was a great time for new members to put faces to names and actually have conversations on the importance of brotherhood. Conversations of mentoring and networking with brothers in similar career fields was also encouraged to help new members stay focused on the future ahead.

When we are able to get together we also formulate time to educate members on different things we believe inherently all members should be educated on and take seriously. Issues of race in our country have reached a crucial point in which we have worked in encouraging our new and current members to have a safe space and converse on the topic. With brothers from many diverse backgrounds it is important for us to ensure that we allow for cultural education to proliferate.

Through interactions with the alumni and new members we also worked to have scheduled zoom calls to discuss educational topics like financial literacy and freedom. These topics are specifically important for the minority community which makes up for a big part of our chapter. We believed it was important for them to understand finances and budgeting but also learn about the stock markets and how that can lead to investment opportunities. We found this to be a particular hotspot for many alumni to help actively engage with new members and offer incredible advice as well.

As a non-hazing organization we have also led internal workshops and discussions on the dangers of hazing to Greek culture in our country. Seeing the numerous lives lost to circumstances and decisions that truly could have been avoided, many new members got to see both alumni and active members discuss the importance of not participating in such a detrimental mindset/culture. This also played a part in our discussion on alcohol and drug use and how these acts are commonly encouraged through hazing.

We have used this virtual environment to frequently engage in meet ups with not only our new members but our members from our other school in Ursinus. By partnering with different clubs and organizations we have participated in Family Feuds and Kahoots where we were able to interact much more despite the current environment. This way we have helped new members truly build a sense of familiar bonds and connections that allow a sense of genuine comfort within the fraternity

Another educational experience we held was inherent to our culture as a Divine 9 organization. Through zoom and some in person settings we held strolling workshops to educate new members on the significance behind this component of our fraternity. This was an exceptional way to instill in each member a true piece of what it means to join our fraternity. Through this as well we educated many of them on the historic significance of strolling and stepping from our founders' original gathering.

Within our diverse organization we also included within new member education a crucial part we included was leadership. For many students of color at Lehigh it is often easy to feel drowned out and powerless against speaking up against issues that affect their college experience. As such within our new member education we believe it is necessary to have exemplary alumni talk to new members on how they can take part within the Lehigh community. Oftentimes it is easy for greek members within Lehigh to so readily break off from the overall campus. Through this we truly wanted to remind our new members while you are joining us we want you to exemplify leadership within the campus overall. It was a great opportunity for alumni to come back and inspire new members to continue the legacy.

Hopefully when things in our country/environment recover we hope to have more in person opportunities. While we can supplement alumni-members' meetings through virtual means as a smaller chapter, we

definitely feel as though it can be repetitive to use zoom for meetings and further detract from the fruits of the engagement. And also as mentioned due to the halt on new member onboarding we have been stretched thin to sum regard to responsibilities and training for many of the positions in our fraternity. We believe once that halt is lifted we will be able to push our new member engagement to greater potentials and opportunities.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Alpha Psi “was definitely at a disadvantage for new members during this past year”, as HQ placed a moratorium on all intake for the 2020-2021 academic year. Impressively, the chapter instead took all of their efforts in ensuring the Spring 2020 line had a meaningful and impactful membership experience. Beyond their traditional new member education program, the chapter invited older alumni of their chapter to engage with their new brothers and facilitated a development of mentoring relationships with alumni in similar career fields to their majors. Kappa Alpha Psi also created opportunities for brothers to form relationships with members in other Lehigh student organizations and CGC groups through Zooms with Kahoot!s and Family Feud programs. The chapter also encouraged participation in OFSA’s Greek Emerging Leaders program. Kappa Alpha Psi identifies financial literacy and freedom as well as social justice as issues that affect its members and their communities and integrated open conversations and education on these topics into their efforts to further support the newer brothers. The panel believes it could have been easy to move forward ‘business as usual’, but the brothers set the chapter and new members up “to remain stable despite transition”. The chapter should be proud of their efforts in this area.

The panel believes Kappa Alpha Psi is **exceptional** in ‘demonstrated effort toward commitment to diversity, inclusion & equity’, a level above the chapter’s self-evaluation.

Chapter Development Questions:

- How can the chapter work with OFSA and other University resources to ensure a successful transition of the Kappa Alpha Psi experience when the members graduate?

Chapter SWOT Analysis

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.

This section will not directly impact the overall evaluation rating.

Chapter’s provided response in text boxes below:

Strengths:

- **Strong Relationship With Alumni Brothers**
- Our chapter is very close to our alumni brothers to a point where one brother got a job because of one of them.
- **Educational events** - Discover Immigration Series, Awareness of the Black Lives Matter movement, A Taste of Asia, Indonesian

Weaknesses:

- **Overall member count of our chapter** - due to nationals halting intake
- **Visibility on campus** - self explanatory

<p>Cultural Night, Awareness of the Asian-Hate Crimes.</p> <ul style="list-style-type: none"> • Membership Engagement - • improved frequency of bonding activities within members outside of fraternity business. • Individual's involvement in other clubs - a lot of mission statements and values align with a lot of other organizations on campus. A partnership in events resulted out of this. • Strong Social Media Presence & Strategy - very involved in social media so that our communities and alumni can stay up to date • Improved Grade Point Average - our GPA improved in 2020 - 2021 	
<p>Opportunities:</p> <ul style="list-style-type: none"> • Collaborating with IFC & Panhellenic organizations - whether that is educational events or social events, we think this is still an opportunity for us on campus. • Collaborating with cultural organizations on campus - more educational and social events 	<p>Threats:</p> <ul style="list-style-type: none"> • 2020 - 2021 Halted Membership Intake - there will be no active members on Lehigh's yard starting 2021 - 2022. • Chapter Burnout - Having 3 members organize and execute a certain amount of events throughout the year.

OFSA & panelist feedback to chapter for the SWOT Analysis.

Kappa Alpha Psi did a great job identifying their areas of strengths and weaknesses and had a meaningful reflection about their chapter operations. The panel encourages the chapter to dive into their 'Opportunities' - collaborating with IFC and Panhellenic organizations could help with visibility and reaching more people with educational programming. The chapter should also continue to seek relationships collaborating with University offices and organizations to ensure members do not face burn-out. The chapter should be proud of their increased alumni engagement - it will help ensure longevity of the organization. The panel suggests Kappa Alpha Psi thinks critically about their weaknesses and threats and how they can address them moving forward.

Concluding Summary

Overall evaluation rating. [Exceptional, Above Average, and Average]

Exceptional

OFSA concluding summary.

Kappa Alpha Psi excelled in a difficult year - the chapter seamlessly navigated reduced operations during a pandemic, minimal budget, and a moratorium on intake. Despite the challenges, the brothers invested countless time and effort in creating meaningful programming and spaces on campus where students could feel valued and supported. The chapter should work collaboratively with OFSA, HQ and their alumni chapter to prepare to continue the Kappa Alpha Psi chapter on campus when the brothers graduate this spring. The Greek, and Lehigh, community are made better because of the brothers of Kappa Alpha Psi. Kappa Alpha Psi has been **exceptional** in the 2020-2021 academic year.