

## KAPPA ALPHA THETA

Accreditation Report

2015-2016

### Intellectual Development

- Kappa Alpha Theta was ranked ninth out of nine Panhellenic Sororities in the fall 2015 semester with a GPA of 3.11135, a decrease of .15279 from the spring 2015 semester. The 3.11135 GPA placed the chapter below the All Sorority and All Greek average.
- Kappa Alpha Theta was ranked sixth out of nine Panhellenic Sororities in the spring 2016 semester with a GPA of 3.30610, an increase of .19475 from the fall 2015 semester. The 3.30610 GPA placed the chapter above the All Greek average.
- Kappa Alpha Theta's fall 2015 new member class GPA was 2.3425 ranking third out of three Panhellenic sorority chapters. The new member class GPA was 3.262 for spring 2016 ranking fourth out of nine Panhellenic sorority chapters.
- Kappa Alpha Theta had 30.3% of the chapter on the Dean's List in the fall 2015 semester and 35.5% on the Dean's List in the spring 2016 semester.
- Kappa Alpha Theta implemented a new points-based system as a part of their Academic Probation Policy and has found it helpful in encouraging improvement amongst members. This plan highlights and incentivizes the use of tutors, faculty office hours, and utilizing resource offices such as the Center for Academic Success and the Writing and Math Centers.
- The chapter's scholarship director presents a number of educational modules. Modules focus on a range of topics from study skills to career building.
- The chapter hosts a scholarship dinner each semester with Phi Sigma Kappa. The fall dinner featured Professor Angstadt as a guest speaker. In addition to this formal opportunity for recognition of academic achievement, the chapter also recognizes success on a weekly basis in chapter meetings.
- Kappa Alpha Theta partners each new member with an academic mentor to ensure that new members are supported academically. These mentors are assigned early in New Member Education to ensure the new members have support as they transition into the experience of fraternity and sorority involvement.
- The chapter encourages members to expand their intellectual engagement to include learning about diversity and inclusion. A few members were able to take part in a Courageous Conversation, while others were actively involved in Greek Allies throughout the year, to name a few examples.
- Kappa Alpha Theta hosts faculty workshops, where invited faculty and staff visit to discuss topics of interest to chapter members. This year there were several workshops focused on cultural differences and developing cultural competence.

### Chapter Development Question for 2016-17:

- **How can Kappa Alpha Theta further hold members accountable for academic performance and support their improvement in non-punitive ways?**

In the area of **Intellectual Development**, the Committee rated Kappa Alpha Theta to be a **Bronze Chapter**.

### **Leadership Development**

- Kappa Alpha Theta sends its president to the CEO Leadership Academy, put on by the Fraternity's Headquarters every year. This year the theme was the social change model of leadership, and the president brought back this model as a tool to integrate into the chapter.
- Kappa Alpha Theta utilizes the L.E.A.D (Lead, Empower, Aspire, Develop) model for officer transitions which occurs with outgoing and incoming officers and advisors present. During this seminar, officers and advisors discuss chapter strengths and weaknesses, possible future challenges, and incorporate identified goals into the chapter's Golden Kite Plan.
- Kappa Alpha Theta utilizes a committee structure for many areas of chapter operations, which is one of their greatest strengths in striving to achieve organizational goals. The committees allow many members to take part in leading initiatives for the chapter, even if they don't hold an executive position.
- Kappa Alpha Theta promotes education and understanding of chapter values through its new member education plan. Additionally, the chapter encourages leadership from new members early on by inviting them to give valuable feedback about the recruitment process while it is fresh in their minds.
- Kappa Alpha Theta encourages its members to be involved as leaders on campus. Members represented the chapter as Recruitment Guides, mentors and mentees through the Greek EMerging Leaders program, members of the Eco-Reps program, members of the Feminist Alliance, and many more.

### **Chapter Development Question for 2016-17:**

- **How can Kappa Alpha Theta anchor values of Leadership Development and diversity and inclusion deeper within the chapter and across the full membership?**

In the area of **Leadership Development**, the Committee rated Kappa Alpha Theta to be a **Silver Chapter**.

### **Community Development**

- Kappa Alpha Theta hosted Candyland for CASA with Theta Chi, making an intentional shift in the nature of their annual event after criticism was brought on another chapter for lacking cultural sensitivity by calling it Queso for CASA. The shift to Candyland was innovative and garnered support from Greek and non-Greek organizations alike; the event raised more than \$800 for their philanthropic partner.
- Kappa Alpha Theta additionally continued their partnership with Sigma Phi Epsilon for their Kicks for CASA event, and with Chi Phi to sponsor a group for Frattle of the Bands to raise funds for the Boys and Girls Club of Bethlehem.
- Kappa Alpha Theta has continued to promote sorority unity and hosted brunches with Alpha Phi, Alpha Omega Epsilon, Pi Beta Phi, and Alpha Omicron Pi.

- Kappa Alpha Theta members volunteered at the school where one of their advisors works and packed backpacks for incoming students. The Committee commends the chapter on finding an event to accomplish multiple goals, in this case: giving back to the local community and building relationships with advisors in multiple settings.
- The Committee commends the chapter members who continue to be a presence on campus, working to improve the climate for LGBTQ+ identified people in the community. Chapter members continued to lead Greek Allies, which has become a stable and productive organization this year. Additionally, chapter members served as founding leaders of the SPEAK Educators group which focuses on peer education regarding LGBTQ issues.
- The chapter utilizes its Member Development Committee (MDC) as a venue to discuss and respond to issues, challenges, and even achievements of the membership. The Committee meets regularly and “ensures that the chapter is self-reflecting on a weekly basis on what the chapter has accomplished and what challenges we shall face.” This year the MDC worked to be a proactive resource and not just a judicial tool, to ensure members know the Committee cares about their ongoing wellness and success and not just handing out punitive sanctions.
- The chapter maintains strong relationships and regular communication with its advisory board. The chapter seeks support and guidance from them in multiple settings including officer transitions, membership development issues, recruitment processes, community service, etc.

#### **Chapter Development Question for 2016-17:**

- **How can Kappa Alpha Theta find balance between ongoing relationships with Greek organizations while seeking opportunities to build equally meaningful relationships with non-Greek organizations as well?**

In the area of **Community Development**, the Committee rated Kappa Alpha Theta to be a **Silver Chapter**.

#### **Organizational Development**

- The Committee continues to be impressed by Kappa Alpha Theta’s commitment to its five-year chapter development plan. This plan is supported by the chapter’s Golden Kite Plan, which articulates goals for the upcoming year and are set during the officer transition seminar.
- The chapter continued to host their “Job Sales” event, which is a creative way members can learn more about executive officer positions and responsibilities. This event is held two weeks prior to officer nominations and improved interest and understanding for leadership within the chapter.
- Kappa Alpha Theta continued its practice of issuing a post-recruitment survey to new and active members to gather thoughts on the experience in a timely fashion. This process has aided the chapter in making meaningful improvements to their recruitment process, and the Committee commends the chapter on their commitment to continuously seeking improvement in this manner.
- The chapter has worked to increase ritual proficiency and practicing ritual in daily life. Ritual modules are held to review ritual history and further make meaning of the initiation ceremony,

- Kappa Alpha Theta uses fireside chats to engage its membership in discussion and gather authentic and honest feedback from one another.
- Kappa Alpha Theta's Risk Management Team issues emergency contact cards to each member. The cards include contact information for chapter leadership, the advisory board chairwoman, police, and emergency medical services.
- The chapter continued its practice of hosting a "Social Hour" which promotes safety and harm reduction as all attendees at chapter social events must be present and have the opportunity to enjoy snacks while bonding in an environment without alcohol present.
- Kappa Alpha Theta effectively manages chapter finances and promotes fiscal transparency.
- Kappa Alpha Theta had no life safety or common area violations and common damages for the year were \$94.19.

#### **Chapter Development Question for 2016-17:**

- **How can Kappa Alpha Theta continue its strong organizational practices, yet become adaptable to changing members' needs as incoming class dynamics vary, particularly based on their experiences during new member education?**

In the area of **Organizational Development**, the Committee rated Kappa Alpha Theta to be a **Silver Chapter**.

#### **Overall Rating**

**Overall, Kappa Alpha Theta has been rated a Silver chapter by the 2015-2016 Accreditation Committee.**

Kappa Alpha Theta made a serious commitment to being intentional in the practices they continued, improved upon, or altogether changed this year. The Committee is impressed with the chapter members who are leaders on campus with regard to diversity and inclusion, and hope the chapter can draw from these members' experiences to further instill this value across the full membership. Organizational structure is a strong point for the chapter, but the Committee would like to note that a chapter is only as strong as its members; i.e. a strong structure can only do so much to correct for membership, sisterhood, apathy, or general morale issues. The Committee recommends the chapter hone in on finding processes to support individual members and work to strengthen the bonds across and between classes, so that all members can have similarly positive experiences regardless of their leadership or social position within the chapter.

**The Accreditation committee assigns Kappa Alpha Theta an overall rating of Silver, which is considered a high level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.**

#### **Chapter Development Questions**

- How can Kappa Alpha Theta further hold members accountable for academic performance and support their improvement in non-punitive ways?
- How can Kappa Alpha Theta anchor values of leadership development and diversity and inclusion deeper within the chapter and across the full membership?

- How can Kappa Alpha Theta find balance between ongoing relationships with Greek organizations while seeking opportunities to build equally meaningful relationships with non-Greek organizations as well?
- How can Kappa Alpha Theta continue its strong organizational practices, yet become adaptable to changing members' needs as incoming class dynamics vary, particularly based on their experiences during new member education?