

## Kappa Alpha Order

### SCHOLARSHIP PROGRAMMING IDEAS

#### Scholarship in Chapter Meetings (adapt for new member meetings, too)

- 1) Offer a vocabulary word of the week (place on the bathroom doors, too!).
- 2) Give reminders of final course drop dates, early registration, etc.
- 3) Make weekly announcement of cultural, educational, and career opportunities on campus and in the community.
- 4) Announce job offers, admission into graduate schools, Who's Who, Mortar Board, Omicron Delta Kappa, Phi Beta Kappa, Golden Key, & Gamma Sigma Alpha honoraries.

#### Scholarship in Recruitment

- 5) Display your scholarship trophies.
- 6) Talk about the importance scholarship plays in your chapter.
- 7) Display bulletin boards with scholastic information.
- 8) Take potential new members past scholastic performance into account when offering bids.

#### Graphs

- 9) Chart the progress of the chapter average, the new member average and the initiated member average over the past four years. For chapters needing a jolt, chart the percentage of initiated members below bylaws and the percentage of dean's list members.
- 10) Compare your chapter average to other sororities/fraternities on campus. Initiated and new member averages help here, too.
- 11) Show how your chapter compares with other chapters of your sorority/fraternity (in your Province find out the averages).
- 12) Show how your chapter compares with the all men/women's average.

#### Bulletin Board Ideas

- 13) Themes for general scholarship bulletin boards.
- 14) Brag Board: members put up their own A's on tests or papers or anything they are proud of.
- 15) "A" Board (construction paper A's that members put their names on when they've received an A)
- 16) Career Board (visit Career Center for information to put on this bulletin board – maybe how to put together a resume, to majors and careers to match the major (keep a file of this information, also).
- 17) Board for national and local news to heighten awareness of current issues.
- 18) Board for movie and book reviews.
- 19) Look at Our Stars (with pictures of members who have excelled in something).
- 20) Post a "Thought of the Week".
- 21) Put up an "I need help" sheet for members to sign.
- 22) Put up an "I can help" sheet for members who want to assist other members.
- 23) List study halls, quiet hours, and proctors for both.

#### Study Areas

- 24) If you do not have adequate study facilities in your chapter house/suite, secure a room in the campus library or other academic building.

#### Quiet Hours

- 25) Have roommates rotate as quiet hour monitors.
- 26) Have 24-hour quiet hours during midterms, the week before finals, and the week of finals.
- 27) Change the name of "Quiet Hours" to "Courtesy Hours."

#### "How to Study" Plans

- 28) Recommend three hours of study per class hour instead of two!

- 29) Present “How to Study” workshops or “Information Presentations” to the entire chapter after Bid Day. The Academic Resource Center on campus has wonderful information. Find your campus center!
- give refresher training to members below bylaws requirement
  - explain University academic probation
  - explain chapter grade requirements
  - teach study techniques
  - explain honor programs
  - outline your scholarship program
  - suggest for members to audit a class or two of a course they will take later
  - discuss how to improve study atmosphere and chapter performance
  - have skits or slide shows showing good or bad study techniques
  - teach how to take essay versus objective exams
  - give members weekly study budget sheets (time management) divided into hours
  - teach a method of studying (i.e., SQSR, etc.)
  - make ‘Library Use’ booklets for each member (library may already have them)
  - describe learning skills centers and courses available
  - alert members to counseling services
  - distribute lists of chapter members and their majors/minors
  - give members “Class Progress Sheets” for recording their assignments, quiz grades, tests and papers

#### Exam Week Blues

- 30) Make each member hang a balloon on his door for each exam he has. As he completes the exam, he pops one balloon. This helps those who finish quickly to remember that others are still hard at work!
- 31) Have snacks for study breaks.
- 32) Have coffee, tea, juice, raw veggies, and fruit available 24-hours-a-day.

#### Motivations

- 33) Posters can show chapter creativity and can remind members of quiet hours, the need to attend classes, etc.
- 34) Friendly competition
- challenge each member to raise his/her GPA .1 from each semester (minimum goal)
  - have one class (Jr. vs. Sr.) challenge another class each semester and the losing class serves the winning class dinner
  - have Big Brother-Little Brother competitions
- 36) Have a chapter fireside before finals

#### Useful Files and Library

- 37) Stock files by having “Clean Out Your Notebook” events at the end of each semester; members contribute notes, tests, and books that were not bought back.
- 38) Study aids!
- 39) Professor/Course Evaluation Forms outline the instructor’s grading procedures, attendance policy, and course requirements.
- 40) Test files (to be used properly as questioning learning aid only).
- 41) Major and minor files (used for assigning tutors, study buddies, major mates – anytime you want to find two people with similar interests).
- 42) Graduate school catalogues and information.
- 43) Graduate Record Examination information and review books. Have these books for GMATs, MCATs, and LSATs as well.
- 44) Departmental catalogues.
- 45) Schedule of courses offered at the university/college each semester.

#### Events

- 46) Have a chapter book club that meets once or twice a semester; invite other chapters to attend.
- 47) Over-the-hump-Party (after midterms)
- 48) Apple Polishing Party/Dinner (members invite their favorite professors and University administration)

- 49) Apple Polishing Week (instructors from different departments are invited to dinner each night and talk about their department)
- 50) Smarty Party (for chapter recognitions)
- 51) Pi Party – those who have a GPA above  $\pi = 3.14$ , are invited to a reception with desserts and pie.
- 52) Achievement Reception (for chapter recognition – invite faculty and alumni/ae)
- 53) Scholarship Banquet (for chapter recognition – invite faculty and alumni)  
Note: write the GPA of each member you are honoring on his/her placard
- 54) Guest speakers (invited to any event or open seating)
  - a. placement office personnel or visiting representatives from businesses
  - b. administration officials from the University President to the Greek Advisor
  - c. board of education officials in your community
  - d. alumni/ae on the faculty
  - e. prominent and successful alumni/ae in the community

#### Recognition and Awards

- 55) Take every opportunity to recognize your achievers in your national magazine, community newspaper, campus or Greek newspaper, and chapter newsletter.
- 56) Send letters to parents of excellent members.
- 57) Recognize Mortar Board, Phi Beta Kappa, Gamma Sigma Alpha, Dean's List, Provost's List, President's List, etc.
- 58) Recognize 4.0's and/or highest GPA in chapter, or perhaps each class including new member class.
- 59) Recognize the most improved in the chapter and in the new member class.
- 60) Give each member door signs (Red – DO NOT DISTURB, Yellow – I'M STUDYING, COME BACK LATER, Green – COME ON IN).
- 61) Have members take an Asset Inventory at the beginning of the year, or a Skill and Problem Inventory (let them tell you their "good acts" and where they might need help).
- 62) Have members write Positive "Mental Attitude cards" at the beginning of each semester where they predict their performance for the semester.
- 63) Have members sign scholarship contracts at the beginning of each semester..."I \_\_\_\_\_ promise to study \_\_\_ hours per week during \_\_\_ semester. I also promise not to skip classes. I will do everything I can to live up to this promise because I value my education, my fraternity/sorority, my parents, and MY future (you may also want to include a "prediction" for improvement in GPA).

#### The Scholarship Committee (The Academic Spirit Squad!)

- 64) Sponsor a book sale and trade each semester.
- 65) Sponsor a "Scholarship Scoops" afternoon – serve ice cream and have all members share course and professor information (in a positive way).
- 66) Develop a booster program whereby each member at the committee is directly responsible for a certain member or new member below bylaws.

#### Scholarship for New Members

- 67) Take new members on a library tour (arrange with library staff).
- 68) Make sure new member programming does not become so overwhelming that new members do not have enough time to study.
- 69) Have the new members elect a scholarship chair to serve as a member of the chapter scholarship committee.
- 70) Encourage the new members to challenge another new member class.
- 71) Ask the new members to sign scholarship contracts or study contracts for initiated members.
- 72) Give each new member a study buddy or study pal, one member especially responsible for motivating the new member to study, and to serve as a resource for academic adjustment (try to match majors or use the Big Brother/Little Brother relation)

### Ideas for Holdover New Member Program

- 73) Have former holdover new members talk with current ones at a scholarship committee meeting.
- 74) Give each holdover new member a "Potential Pal" (an initiated member in his/her major).

### Greek Council Ideas

- 75) Suggest that Greek umbrella councils plan and participate in a Quiz Bowl using College Bowl format.
- 76) Have your chapter challenge a sorority each semester.
- 77) Have your chapter challenge a fraternity each semester.
- 78) Suggest that Greek council trophies be given each semester, highest and most improved averages, both chapter and new member.
- 79) Suggest that a Greek council host a scholarship reception each semester (one semester invite only those Greeks with a 3.0 or 3.5 and above, award certificates to those receiving a 3.5 and above with special recognition to those within 4.0; the next semester invite all Greeks and award the same certificates). Invite members of the university administration, alumni, advisors, house corps.,

### Miscellaneous Awards

- 80) Study Nut (weekly recognition of member most often seen studying)
- 81) Smart Apple (highest GPA)
- 82) Apple Core (most improved GPA)
- 83) Highest Big-Little Brother team and most improved
- 84) Whispering Brothers (quietest roommates during quiet hours)
- 85) Highest GPA or overall Positive Mental Attitude
- 86) Library Lurker (member most often seen in the library)
- 87) Smarty Plants (planter given to the room with the highest GPA for the semester and small plants give to members receiving a 3.0 and above for the semester)
- 88) Plowed Under (member facing the most tests next weeks)
- 89) Smartest Family Award
- 90) Miracle Worker (4.0's)
- 91) Library book donated to the campus library in the name of the senior with the highest GPA
- 92) Smarty Pants – Anyone who got an A during the week puts their name in a drawing at the chapter meeting. Whoever is selected wins a gift certificate to Starbuck's or a fun pre-purchased gift.
- 93) Skip Jar – Use a clean Skippy Peanut Butter Jar and have everyone who did not skip class all month put their name in the jar. Draw a winner and give them a prize or an honor like best parking space at the house or best seat at chapter meeting or no cleaning duty for the semester.
- 94) A-Chart – Have a poster in the wall and put stars by people's names. Give them a gold star for each A.
- 95) Have an end of the semester raffle for everyone who increased their GPA or everyone who got above a 3.0. Prizes can include things like \$50.00 off dues, gift certificate to a local restaurant, movie passes, etc.
- 96) Recognize Brothers/New Members with high GPAs in the campus newspaper.
- 97) Encourage chapter members to apply for local alumni scholarships and awards.
- 98) Give the initiated and new member with the highest GPA each semester a dues reduction.

## MORALE AND ENCOURAGEMENT

Most scholarship programs are planned around grades. Grades are the end results. They are a measurement of what preceded them. It seems much too much emphasis is placed on grades and not enough given to the path that leads to the grades. Scholarship programming then, should be geared toward incentives and encouragement rather than punishment and disapproval.

Instead of disciplining members who miss a class, promote attendance and recognize those who never miss a class. Rather than dwelling on lack of accomplishment or below-standard grades, emphasize each member's potential to achieve a goal and provide ideas on methods of reaching those goals.

While punishment may play a part of the effective scholarship program, incentives seem to be the key. It is essential for every chapter that values scholarship.

If you, as scholarship chair, can help inspire your chapter scholastically, you will more than fulfill the obligations of your office. With inspiration comes a desire for improvement and this naturally leads to achievement.

### ***Incentives and awards you may want to incorporate into your scholarship program might include:***

- 1) Plaques and certificates awarded for highest GPA, most improved GPA, etc. These are especially effective because they are permanent and they can be prominently displayed throughout the semester, and the recognized member will receive the attention he or she deserves.
- 2) Recognize those who have been selected for membership in honor societies. Display a list of members you have. Just reading their names will not accomplish as much. People have short memories and your chapter will soon forget who was honored. They deserve more permanent recognition. This will encourage other members to strive for membership in honoraries.
- 3) Financial incentives are amazingly effective. They can range from a scholarship to payment of house bills/dues. The point here is that for most college students, money is tight. For some, a monetary reward is going to be much more practical and useful than a plaque or other award. Perhaps your chapter alumni association will establish a scholarship for members who are academically outstanding or for those who have made a substantial improvement in their GPA. Some chapters have established scholarships through the University in the name of an outstanding fraternity alumnus, which makes the contribution tax deductible. A member with outstanding scholarship could also be exempted from one or more house bills or other financial obligations. The new member with the highest GPA could have his or her initiation fee paid by the chapter. Incentives like these have enormous success.
- 4) Competition is another highly effective method of encouraging your chapter scholastically. It seems that people have at least a small streak of competitiveness in their personalities. This competitive nature may be the key to getting your members to reach their scholarship potential. Competitions can be between big and little sister/brothers, roommates, classmates, etc. You can pick teams randomly and have an all-chapter grade competition. The losers must treat the winners to something. Some campuses have direct "challenges" between two or more specific chapters on campus. A sorority or fraternity can challenge another chapter and the one with the highest GPA at the end of the semester will be not only recognized but also rewarded in some way by the losing chapter. If these challenges are publicized, the effectiveness will be even greater. No one likes to lose, but to lose publicly is even worse.
- 5) Depending on your specific fraternity/sorority's situation, live-out or live-in privileges may be granted on the basis of scholarship. Those with the highest GPA will be granted this privilege first. You will probably find that when your members and new members have to work for these previously automatic benefits, their scholarship will improve. Along the same lines, roommates may be assigned

by grades. Those with the highest GPAs will have first choice in room assignments. Again, if they have to work for those things that were just handed to them before, they will realize how important their scholarship is. The more importance you place on it, the more importance they will place on it.

- 6) Highest GPAs and most improved grades can also be rewarded by an exemption of duties or other mandatory house/suite tasks. This can be for a week, a month, or the whole semester. "A's" on midterms or papers throughout the semester can also be rewarded in this manner. An "A" one-week, for example, means no house/suite duty the next. You will find that concrete incentives such as these will provide more motivation for improved scholarship than a name read once a semester at a scholarship dinner.
- 7) You may consider establishing a social program incentives system whereby members must receive a certain grade point before they can attend a specific social function. Those below this GPA may earn the right to attend the function if they work with a tutor, spend a certain amount of hours studying, or show significant improvement in test grades. This may not go over well in some chapters. Again, if you stress the idea of earning the right to do, or not do something, your members may work more at scholarship in order to earn those rights.
- 8) Other effective incentive ideas include:
  - a. Smart Cookie Award: given for hard work or an especially good test grade
  - b. Tree of Knowledge: a bare tree at the beginning of each semester, but leaves are added with each high exam score or paper grade
  - c. Hold a Majors Dinner: have everyone come dressed as his or her major and sit with others in their field. This could also be a theme party
  - d. Pat on the Back Award: given to members who have shown improvement throughout the semester
  - e. Plant of Knowledge: for the member that studies the most; the winner picks the next recipient
  - f. Make grade goals: have each member set goals at the beginning of each semester; reevaluate the goals several times throughout the semester; award those who reach their goals
  - g. Vocabulary building: establish a word of the week and make up clever phrases for remembering the definition

## MERIT POINT PROGRAMS

Many fraternity and sorority chapters and national organizations have found success in encouraging scholastic excellence through the implementations of a Merit Point Program. A Merit Point Program rewards accomplishments in academic, extracurricular, and chapter activities. Merit rewards come in a variety of forms, but most often include such things as high room picks, better parking space, or reduced duties. If your chapter does not already have such a program in place, you as the scholarship chair might consider drafting a plan suitable to your situation. Likewise, if you are not satisfied with your present merit point program, you may want to revise it.

As was mentioned before, the three elements that are usually considered for merit are scholastics, extracurricular activities, and participation in the chapter. The degree to which each of these is weighted to the final rewards depends on the chapter. For scholastics, there are many approaches. One solution is to simply multiply the member's grade point average by a certain factor and add that to the other totals. Another possibility is to have a certain score for different ranges of GPA (i.e., 10 points for a 3.5-4.0, 5 points for 3.0-3.5, etc.). The other most commonly used method to weight scholastics in a merit point program is to award points for each tenth of a grade point above the chapter average. Of course you may also want to include bonus incentives for outstanding improvement.

Another category of achievement you may want to recognize in your merit point program is extracurricular activities. There is an infinite number of ways to weight the different activities on a campus. You would probably want to give more points to officers in organizations than to members. One way to break down the extracurricular activities is into Senior Boards, Junior Boards, members, and honoraries, with different levels of point for each category. Of course a varsity or club athlete should be negotiated and you may also want to consider weighing points for a major commitment.

Members of the chapter can only determine the degree of chapter participation. Of course, many chapters may wish to weight an executive office. Some merit point programs can go so far as to have the president receive the highest amount of points simply for being president. Beyond that, activities such as Greek Week, Homecoming Executive Committees, and intramurals should also be awarded merit points.

Once all of the possible activities and accomplishments are considered and weighted, then comes the difficult problem of rewarding members with the highest scores. There are ways to encourage members to excel in the program, such as requiring minimum point totals to hold office, to be a big brother, or other desirable chapter pursuits. The most common ways are with a high room pick and priority on parking spaces. The disadvantage to this system is that it may place all the successful chapter members together and "leave out" others.

These are simply guidelines and examples of other merit point programs that have been implemented. You may come up with anything you wish, but remember that your members are ultimately the ones who decide what the program will entail.

## A SAMPLE MERIT POINT PROGRAM

### Scholastics:

One point for each hundredth of a grade point above the chapter average, up to a maximum of 100 points  
(i.e., Chapter Average = 2.79; Member GPA = 3.22; Member receives 43 merit points)

### Extracurricular Activities:

Senior Board (or equivalent)	10 points
Varsity Athlete	10 points
Junior Board (or equivalent)	7 points
Member of Honorary	7 points
Part Time Job	
Over 10 hours/week	5 points
Less than or equal to 10 hrs/wk	3 points

### Chapter Activities:

President	150 points
Executive Officer	75 points
Other Office	25 points
Homecoming Executive Committee	10 points
Greek Week Participant	5 points
Intramural Athletics	2 points per sport

Grand Total  
Suggestions