

To: John Smeaton, Vice Provost for Student Affairs

From: System-Wide Assessment Committee

Date: 8/1/13

SWAC Report 2013-2014

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I. Committee Charge:

The necessity for the existence of the System-Wide Assessment Committee (SWAC) emerged from the Strengthening Greek Life Task Force's proclamation that:

"There will be an annual assessment of the overall Greek system, to measure progress towards realizing the vision for Greek life as well as to identify emerging needs and opportunities to strengthen Greek life. A System-Wide Assessment Committee comprised of students, alumni, and University staff, charged by the Vice Provost for Student Affairs, will be responsible for conducting this assessment. The System-Wide Assessment Committee is also responsible to make recommendations to the Vice Provost regarding the viability of expansion of the Greek system.

The committee utilizes a full range of resources including but not limited to: Accreditation reports, annual reports of the Office of Fraternity and Sorority Affairs (OFSA), a review of national trends and innovations in Greek life, insights and perspectives of members of the Lehigh community, as well as input from the executive leadership of affiliated chapters".

II. Committee Membership:

Allison Gulati, Associate Dean of Students, Co-Chair

Sharon Basso, Dean of Students and Associate Vice Provost for Student Affairs, Co-Chair

Tim Wilkinson, Senior Assistant Dean of Students; Director of Fraternity and Sorority Affairs

Ozzie Breiner, Director, Office of Residential Services

Kyle Ferdinando '14, President, Interfraternity Council

Kaitlin Slattery '14, President, Panhellenic Council

Paul Oyefesobi '16, Representative, Multi-Cultural Greek Council

Howard Foltz '77, President, Greek Alumni Council, Kappa Sigma

III. Introduction:

As stated above, the System-Wide Assessment Report is an annual examination of the overall fraternity and sorority community at Lehigh University. This report spans a period that covers the 2012 – 2013 academic year.

IV. Greek Community Status

A. Academics

For the fall 2012 semester, the Interfraternity Council All Fraternity GPA (3.035) was lower than the All Men's GPA (3.082) and the All Sorority GPA (3.307) was greater than the All Women's GPA (3.286). The All Greek GPA (3.166) was lower than the All Undergraduate GPA (3.171).

For the spring 2013 semester, the Interfraternity Council All Fraternity GPA (3.039) was higher than the All Men GPA (3.031) and the Panhellenic Council All Sorority GPA (3.278) was again greater than the All Women's GPA (3.249). The All Greek GPA (3.142) was slightly above the All Undergraduate GPA (3.124). Ten of 19 fraternities were above the All Men's average and six of the eight Panhellenic sororities were above the All Women's average. One of the two Multicultural Greek Council sorority's GPA (Mu Sigma Upsilon – 2.79) was below the All Women's GPA (3.249) and all three of the Multicultural Greek Council fraternity GPA's (Lambda Sigma Upsilon – 2.99, Kappa Alpha Psi – 2.558 and Alpha Phi Alpha – 2.255) were below the All Men's GPA (3.031).

Overall, the chapter and Greek community's grade point averages and numerical spread are approximately the same as previous years. One area that OFSA is currently not assessing is the Lehigh retention of individual Greek chapter members as well as overall graduation rates of chapters. This is something the committee would like to see OFSA work on with the Office of Institutional Research.

B. Recruitment

i. Panhellenic Recruitment:

Panhellenic Recruitment numbers were extremely high, with 320 women registering for the Panhellenic Recruitment process. This number was the highest recruitment registration since 2000-2001. The loss of Delta Gamma at the beginning of the spring 2013 semester led to fear that new member classes would be abnormally high due to the Panhellenic Community having

one fewer option for potential new members. However, a larger than normal number of women (16) withdrew from the recruitment process between the fourth round and bid distribution. For comparison sake, zero women in the past five recruitments combined withdrew during this round. Average Panhellenic new member class size was approximately 32 women. While this was good news, as OFSA was speculating new member classes as large of 40 women, there was still the realization that sorority new member classes are still too large. From 2009 to 2013 average Panhellenic new member class size was 31.5. As a comparison, from 2004-2008, average Panhellenic new member class size was approximately 21 new members. This led to a SWAC meeting for a special session in February to analyze the need to conduct sorority extension before the end of the spring 2013 semester, in order to have a ninth Panhellenic chapter in place to participate in full recruitment in the spring 2014 semester.

The Lehigh University System-Wide Assessment Committee (SWAC) and Panhellenic Extension Exploratory Committee recommended the addition of a ninth Panhellenic sorority to Lehigh's Greek Community. The rationale for this decision is presented below.

A review of trends that predict the popularity of women's recruitment has shown an increase in every metric that could predict the need for an additional chapter. These metrics include:

- a. overall women's enrollment totals growing from 38.6% of the undergraduate student population in 2007-08 to 45.6% in 2012-13;
- b. total number of women registering for Panhellenic sorority recruitment in 2012-13 rising to 317, an all-time high;
- c. percentage of first year women becoming new members rising to over 49% of the female first year student population for the third time in the past four years;
- d. average sorority new member class size eclipsing an average of 31, the third consecutive year new member classes were over 30; and
- e. a continued increase in the Panhellenic recruitment retention rates over the past six years.

Projections for 2013-14:

- a. All eight chapter facilities are projected to be above occupancy for the fall 2013 semester. On average, it is expected that each chapter facility will be over-occupied by 16 members with one chapter exceeding occupancy by 26.
- b. Analyzing available data, between 327 and 336 potential new members are projected to participate in spring 2014 formal recruitment, the largest number of interested women on record. It is expected that between 274 and 282 total bids will be extended by eight chapters. With nine chapters, it would be expected that between 304 and 312 total bids would be extended.

Additionally, with the loss of Delta Gamma sorority, the remaining eight Panhellenic chapters face additional 90% Occupancy concerns that come with the continued influx of women interested in joining Panhellenic chapters. SWAC originally recommended bringing a ninth Panhellenic chapter to campus "to assist with reducing new member class size"... "By expanding the sorority community, quota will be lowered during formal recruitment, meaning each chapter

will have fewer rising sophomores. This in turn will alleviate some housing issues facing other chapters." Fall 2012 Occupancy rates stood at 135% of possible spaces in Panhellenic facilities being filled, an all-time high. These numbers still have Delta Gamma factored in.

This recommendation was passed by the Panhellenic Council, leading to Extension presentations from Delta Gamma, Kappa Delta and Phi Sigma Sigma. The Extension committee voted to bring Kappa Delta to campus in the fall 2013 semester, with the understanding that the organization will move into Building #82 in the fall 2014 semester. This decision was unanimously affirmed by the Panhellenic Council in a special vote in June, 2013.

ii. Inter-Fraternity Council Recruitment:

Interest in fraternity recruitment was up fairly significantly from 345 in 2012 to 489 in spring 2013. 336 men accepted bids, the highest since the addition of Delta Chi and Pi Kappa Alpha in the spring 2009 semester. Bid acceptance numbers were assisted by the 70 men who joined the Phi Delta Theta colony. At the same time, Theta Xi did not extend bids during recruitment due to a temporary suspension pending investigation of alcohol recruitment and facilities management violations. OFSA worked with Interactive Collegiate Solutions (ICS) to create a more centralized on-line registration system, hoping to create more accurate registration figures. As of 2013-14, all potential new members will be required to register with ICS, which will greatly assist with more accurate registration figures for men's recruitment. New Member disaffiliation numbers, while higher, were mainly as a result of 14 Phi Gamma Delta new members disaffiliating due to athletic commitments. New Member disaffiliation numbers outside of Phi Gamma Delta were 13, the lowest since 2005-2006.

iii. Expansion of a Historically Jewish Fraternity:

For committee consideration, SWAC was provided with a document, entitled "**A Proposal for the Establishment of a Jewish Fraternity at Lehigh.**" This document, authored by Rabbi Seth Goren, past Director of Jewish Student Life and Associate Chaplain; Dr. Roger Simon, Professor of History and Rev. Dr. Lloyd Steffen, Professor of Religion Studies and University Chaplain, was a proposal for the addition of a historically Jewish Fraternity. The assertion of the authors is that the addition of a chapter that is fundamentally committed to espousing Jewish culture and heritage would serve Lehigh by "adding to Lehigh's multicultural palette and serving as a resource for those interested in expanding their cultural repertoires." In their proposal, the authors explain the importance of such a fraternity on campus, in regards to spreading cultural awareness of Judaism, as opposed to being an organization exclusively open to Jewish men: "A Jewish fraternity is not simply a chapter where a solid portion or even a majority of the brothers are Jewish. It is, rather, a fraternity open to all Greek-eligible Lehigh men and a fraternal organization that promotes character development, values and learning rooted in Jewish traditions and perspectives, including philanthropy, social justice and acts of kindness. Because Jewish identity can be expressed in cultural or ethnic fashions, it is highly improbable that the chapter would be primarily religious in nature; instead, the fraternity would provide a Greek home for men who embrace and seek to explore and share Jewish heritage in a wide variety of

ways.” The authors provided ways that a historically Jewish fraternity could enhance Lehigh’s Core Competencies:

a) Intellectual Exploration

- Demonstrates an appreciation for various forms of expression from diverse perspectives
- Successfully engages in experiential learning opportunities such as study abroad, internships, co-op, etc.
- Articulates the advantages and challenges of a diverse society

b) Individual Identity Development

- Understands one’s individual background, culture, experiences, attributes roles, interests, etc.
- Based on personal values, make appropriate decisions about involvements on campus
- Explores personal, ethical, spiritual, and moral values
- Seeks involvement in previously unexplored interests and activities
- Defines pluralism accurately in one’s own words
- Uses moral reasoning and makes ethical decisions

c) Interpersonal Development, Equity, Community and Global Engagement

- Has a sense of belonging to a community
- Understands the role of society and communities in shaping values
- Understands others’ cultures and engages in relationships with people of different backgrounds/cultures/views
- Respects the identities and practices of various groups
- Appropriately challenges unfair and intolerant behavior and the use of stereotypes by others
- Appreciates the presence of different viewpoints
- Understands ethics within a community or organization and makes ethical decisions
- Advocates on behalf of the needs and equitable rights of others

The committee supports the expansion of a historically Jewish chapter. SWAC believes that the University Committee on Expansion should be charged with communicating this recommendation to the NIC. The timeline on expansion should be for chapter presentations in the fall 2014 semester for non-residential chapter status, with a tentative colonization timeline of post-men’s recruitment in the spring 2015 semester. It should be noted as with previous non-residential expansion efforts, there is no promise of, or timeline for, a non-residential chapter to become residential.

iv. Culturally-Based Chapter Intake:

Interest in culturally based chapter intake continues to be strong, with 15 new students joining culturally-based chapters. Alpha Phi Alpha, a newly colonized National Pan-Hellenic (NPHC) Fraternity initiated eight new members over the course of the year. This represents the largest intake over the course of a year for any NPHC organization since the inception of the council. Lambda Sigma Upsilon took two new members, Kappa Alpha Psi took one new member and Lambda Theta Alpha took two new members. In the 2011-12 SWAC report, it was noted that the committee was excited about Lambda Theta Alpha taking first year students. This trend continued in 2012-13 with five new first year students joining three of the currently recognized culturally based chapters. This is unprecedented for culturally based chapters, and is an exciting trend in terms of organizational solvency for these organizations. This decision is a departure from the traditional practice of upper class recruitment only from culturally based chapters.

The challenge for culturally based chapters remains that the traditional pattern of many students interested in intake is that they demonstrate interest in one chapter only. This is often tied to family or community roots, and usually results in either the attempted founding of the chapter that is tied to these roots or the student makes the decision not to join another chapter. As a result, we observe fluid and somewhat unpredictable intake process. Two examples of this are the inactive status of Omega Psi Phi fraternity and Mu Sigma Upsilon, due to insufficient membership.

SWAC believes that OFSA should look to focus on solvency of these organizations, as opposed to additional expansion, for 2013-14. The exception to this is the possibility of an NPHC women's organization, as that is group not currently represented at the institution. OFSA's newly created Inactivity Statement should assist in allowing opportunities for chapters that have graduated out membership an opportunity to "restart" the chapter with alumni and Inter/national Headquarters assistance.

v. **General Recruitment Issues:**

A recommendation from the 2012-13 SWAC report pertained directly to the relationship between the transitions that students face when moving from Residence Hall facilities into chapter facilities. As discussed in as part of the *Residential Living Appreciate Inquiry Progress Report*:

- **“Place a significant emphasis placed on the transition between Residence Hall living and living in Fraternity and Sorority Housing.** Some ways in which this could be explored are:
 - a) As part of the Residential Curriculum model that is developed, we should further define the sophomore experience, as to assure sophomores, regardless of chapter affiliation or not, are exposed thoroughly to the core competencies.
 - b) Also as part of a new Residential Curriculum model, education on the exploration and development of personal values should be placed in the first semester for first year students. This will benefit them in transitioning to college, help them develop values-based decision making skills and help guide their decision regarding whether or not to join a fraternity or sorority.

- c) Strengthen the education provided to students moving into chapter facilities about the obligations and responsibilities that come with living in this type of environment.”

As part of the Blueprint Learning strategies initiative that OFSA is working on with the Office of Residence Life (ORL) and the Office of the First Year Experience (OFYE), OFSA has made education on the exploration and development of personal values of first semester students interesting in going Greek a priority. The following initiatives are focusing on this area:

The revised Panhellenic Recruitment Counselor initiative and b) the newly initiated Interfraternity Recruitment Counselor Initiative: Both of these initiatives concentrate on providing first year students with Greek Peer lead opportunities to discuss and reflect upon ways to identify the Five Foundations for Student Learning (Creative Curiosity, Collaborative Connections, Identity Development, Inclusive Leadership, Professional Growth and Success) in fraternities and sororities during the pre-recruitment and recruitment process. These sessions will also focus on what to look for in a successful Greek residential experience, as well as how to engage in understanding what a community is with both Greek and non-Greek students.

c) OFSA “5 x 10” programming: First-year students will learn about membership in a fraternity or sorority, including the purpose of and benefits associated with fraternal organizations as well as the general responsibilities and expectations required of members (new members and initiated members). Additionally, first-year students will learn about the recruitment/intake processes and the new member education process so as to gain a better understanding of and know what to expect during these processes and be able to consider congruence with personal values while evaluating organizations/determining “fit” when making selections and accepting invitations to join a fraternity or sorority.

d) The revised QUEST PreLUision (pre-orientation) program: Quest provides first year students an opportunity to examine the potential of the fraternity and sorority experience from all angles. Students will learn from staff, alumni and undergraduate peers understanding personal values, the local and national history of Greek life, the importance of giving back to the South Bethlehem community, developing leadership skills and how Greek Life can enhance the undergraduate experience.

Another ongoing item that SWAC discussed as a continuation from the 2011-2012 report was the need to clarify financial obligations to join a fraternity or sorority. Understanding the cost of chapter membership, as well as the transparency of that cost and the variance of costs between chapters allows potential new members to be more informed consumers during the recruitment process. Additionally, chapters will have a more informed reference of costs of other chapters, forcing all organizations to make decisions on keeping costs manageable. Lehigh University will be better equipped to discuss financial obligations with parents and new members. Additionally, OFSA will be able to conduct a more informed conversation with chapters about the high cost of chapter affiliation, and the effect this has on chapter members and new members.

Per SWAC recommendations, this topic was introduced at the fall Greek Alumni Council meeting as a discussion point for the year. As a second recommendation from 2011-12, chapters will be submitting financial information to OFSA no later than September 15, 2013. This information will be broken down and published on the OFSA website, as well as used in discussions during general recruitment convocations and parents webinars. The expected format for this breakdown is as follows:

- a) Chapter dues
- b) New member dues (due at induction into new member program)
- c) New member dues (due at initiation)
- d) Parlor/house fees
- e) Meal fees
- f) Social/Brotherhood/Sisterhood event fees.

Additionally, each chapter will be expected to submit contact information for chapter finances, as well as information identifying their financial services provider.

C. Occupancy:

i. Sororities:

All sorority chapters continue to be in good standing regarding occupancy. They have the opposite problem of over-occupied facilities as compared to the challenges some fraternities have to reach and maintain minimum occupancy requirements. Sororities continue to face a considerable challenge with some of them being over occupied by 30% or more. Chapters cannot fit all members in a facility which results in junior and senior women living off campus. Additionally, the loss of Delta Gamma the subsequent extension of Kappa Delta does not assist in alleviating new member class numbers for the Panhellenic Community in the short term, as much as it assists in maintaining the status quo.

SWAC continues to discuss the fact that sorority membership numbers are incredibly high right now and has, in the past, tried to consider some options such as non-residential sororities and artificially lowering quota. However, SWAC's conclusion continues to be that neither are viable options under current NPC philosophy and practice. This issue needs to continue to be discussed as the University continues to move forward with the University Master Plan. As discussed in the 2011-12 SWAC report, building another residence hall could help to alleviate the issue, as a potential on-campus housing opportunity for displaced upper class students.

ii: Fraternities:

This spring, one chapter had their final failure to reach the 90% occupancy standard (Kappa Sigma; 67%). One chapter had their second failure (Theta Xi; 80%). The alumni leadership groups of both chapters have been notified of the occupancy issues and the consequences for failure to resolve these problems. Kappa Sigma is planning on relocating off-campus members

back into the facility, and Theta Xi is planning an aggressive recruitment campaign in anticipation of a third semester under occupancy.

D. New Member Education:

During 2012-13 OFSA and the Office of Student Conduct and Community Expectations jointly ran three different investigations into potential violations of University Hazing Policy. In two cases, these investigations led to major alterations of chapter new member plans. In one case (Theta Chi) the chapter was found responsible for Code of Conduct Violations. In one case (Phi Gamma Delta) the lack of cohesion in new member program planning was a significant contributor in the Accreditation Committee's decision to assign the chapter a second poor rating.

In 2012-13 Lehigh became one of the ten founding members of a consortium reviewing campus-based hazing research and prevention strategies. This consortium, working with The National Collaborative for Hazing Research and Prevention at the University of Maine has set the goal of developing, implementing, and evaluating national hazing prevention strategies. The goal of this multi-year project is to develop an evidence-based approach (correct?) that will support hazing prevention efforts on college campuses in the U.S. and beyond.

As part of this consortium, Lehigh has started the Campus Hazing Committee; a faculty, staff, student committee charged with making recommendations on changing hazing culture at Lehigh. The committee has been charged with the following responsibilities over a three year period:

- i. Establish specific short and long term outcomes for our campus community regarding hazing prevention.
- ii. Assist representatives from the National Collaborative in conducting additional research on hazing at Lehigh University as needed.
- iii. Review data and results collected by representatives from the National Collaborative and make determinations about its relevance and future use on our campus.
- iv. Partner with representatives from the National Collaborative to design campus-wide strategies to prevent and address hazing at Lehigh University.
- v. Provide insight and feedback on hazing and hazing prevention efforts based on your background, experience, and place within the university.
- vi. Serve as a liaison with the campus constituency you represent to share information about the Coalition's goals, progress, and outcomes, and to solicit information and participation from your colleagues and students as needed.

The committee spent the spring 2013 semester conducting an analysis of campus cultural risk and protective Factors that contribute to and inhibit hazing at Lehigh. Working with the National Consortium, a behavioral assessment of hazing will be conducted in the fall 2013 semester. This assessment was created by the University of Maine, and will augment the perceptions survey conducted by OFSA in the spring 2012 semester. Additional assessment will take place in the form of faculty, staff and student focus groups in November 2013. The committee will use these qualitative and quantitative assessments to make recommendations on ways to continue to change hazing culture at Lehigh.

E. Conduct

During the academic year, there were ten conduct cases that led to chapters being placed on disciplinary probation for a period of time. The vast majority of these cases were due to unregistered parties and the irresponsible distribution of alcohol.

Two significant investigations led to chapters being placed on Disciplinary Deferred Dissolution:

1. In the spring 2013 semester Theta Xi Fraternity chapter was involved in an incident in which the organization's behavior violated the Lehigh University Code of Conduct. In an administrative hearing, the chapter took responsibility for the following charges:

CHARGES:

- Respect for Community B1 (Causing an Emergency) Intentionally or recklessly causing an emergency or dangerous environment.
- Respect for Community I1 (Posted Rules and Regulations) Violating any Lehigh University policies, rules, or regulations, including but not limited to, residential living policies (General Provisions for Occupancy) and policies related to the use of the university computer network.
- Respect for Property A1A (Vandalism) Intentionally or recklessly interfering with the property of another, including taking without permission, destroying, defacing, or damaging the property of another.
- Respect for Community I1B (Irresponsible Distribution of Alcohol) Violating the Lehigh University Social Policy 1.D.11.a (11. Irresponsible distribution of alcohol is prohibited. a. Any occasion where the atmosphere or circumstances are such that the intended or likely outcome is to either abuse alcohol or become intoxicated. Examples of irresponsible distribution of alcohol include but are not limited to kegs, funnels, shot parties, hotel parties, Beirut games, pong ball, scorpion bowls, chugging contests or other organized drinking games.)
- Respect for Property E1 (Gross Disregard) The theft, mutilation, destruction, defacing, and/or gross disregard of any Lehigh property.
- Respect for Self A1 (Unauthorized Consumption) The unauthorized or illegal consumption, distribution, or possession of alcohol.

The following sanctions have been imposed:

- The chapter is placed on disciplinary deferred dissolution effective January 26, 2013 through December 31, 2013. The sanction of disciplinary dissolution may be placed in deferred status for a limited period of time. During this period of time, the organization is on notice that any further violations of the Code of Conduct will result in the dissolution that was originally defined becoming effective immediately without further review. Disciplinary Deferred Dissolution may not be imposed for longer than two regular

semesters. If this sanction is imposed during a semester, it may be imposed for the remainder of that semester and two additional semesters.

- Theta Xi Fraternity is placed on disciplinary probation effective January 1, 2014 through December 31, 2014. Disciplinary probation is the conditional continuation of a group or organization for a specified period of time not to exceed four semesters. This status implies that any further violation of this Code of Conduct may result in dissolution, termination, or other authorized sanctions. Other sanctions may be imposed, including limitations on social activities, and additional requirements may be imposed as conditions for reinstatement of recognition in good standing.
 - The organization will be alcohol free effective January 26, 2013 through December 31, 2014. The chapter cannot host any events in the house with alcohol and individual members, even those over 21, are not permitted to have alcohol in their rooms. The chapter can host nonalcoholic events during the probationary period.
 - The chapter is required to work with OFSA, their alumni and their national office on developing a recruitment/new member education plan for the Spring 2013 semester. This plan must be approved by OFSA before any recruitment or new member education can begin.
 - The chapter is required to follow any plan and/or instructions by the national office on the reorganization of the chapter.
 - The chapter is required to pay all costs for cleaning, police and staff time, and other costs related to this incident. OFSA will prepare a statement listing the costs.
 - The chapter is being assessed a fine in the amount of \$500.00 for a Major Fire Code Violations. It is the responsibility of the Chapter to make sure that payment is made in the form of a check made payable to Lehigh University. The fine must be received at the Office of Residential Service no later than March 8, 2013.
 - The chapter will work with their alumni and OFSA to reintroduce alcohol to the chapter house during the Fall 2014 semester on a limited basis. This plan is to be completed and approved by May 31, 2014.
2. In the spring 2013 semester, Theta Chi Fraternity chapter was involved in multiple incidents in which the organization's behavior violated the Lehigh University Code of Conduct. In an administrative hearing, the chapter took responsibility for the following charges:
- Respect for Others (General)
Lehigh University expects that all students will act in a civil manner that reflects maturity, social responsibility, and respect towards others and the Lehigh Community.
 - Respect for Property A1A (Vandalism)
Intentionally or recklessly interfering with the property of another, including taking without permission, destroying, defacing, or damaging the property of another.
 - Respect for Community E1 (Failure to Comply)
Failure to comply with the reasonable requests of university officials (including law enforcement) while acting in the performance of their duties.
 - Respect for Community A1 (False Information)

Intentionally furnishing false information to a university official, hearing panel, or Conduct Officer.

- Respect for Community E1 (Failure to Comply)
Failure to comply with the reasonable requests of university officials (including law enforcement) while acting in the performance of their duties.
- Respect for Self A1 (Unauthorized Consumption, Distribution, or Possession)
The unauthorized or illegal consumption, distribution, or possession of alcohol.

i. Support of Hard Alcohol Sanctions:

In the 2011-12 SWAC report, the committee affirmed its support towards to the Greek Governing Councils in combating the use and abuse of hard alcohol. The Interfraternity Council established a hard alcohol policy in the spring 2013 semester. In an effort to augment the work being put in by the Councils, the University enacted the Greek Eligibility Policy, which stated: “students who have been found responsible for violations of the Lehigh University Code of Conduct involving hard alcohol or that have been found responsible for ‘serious offenses with alcohol or drugs’ will not be permitted to join a Fraternity or Sorority in the semester the violation occurs, or the following semester. “

After the first year of the Greek Eligibility Policy, the following numbers were reported by the Office of Student Conduct and Community Standards:

Hard Alcohol Violations:

22 students had hard alcohol violations (non-serious) and were told that they could not affiliate in spring 2013. Nine of those students appealed, and two appeals were granted

Serious Offense With Alcohol:

17 students had serious offenses with alcohol and were told they could not affiliate in spring 2013.

F. Accreditation:

OFSA saw a number of progress areas in terms of Accreditation 2012-13, as well as a number of areas that the process can continued to be improved. Overall, ratings were slightly higher in the third year of the revised Accreditation process. The distribution of chapter ratings rating the Gold and Silver overall metrics were higher this year than the previous year. For only the second time since the inception of the accreditation process, a chapter received a second Poor rating. Phi Gamma Delta immediately lost recognition due to this second poor.

In the 2011-12 SWAC report, the committee recommended that “there needs to be efforts to make sure that chapters truly understand the overall Accreditation process. One thought and recommendation from the SWAC group is to discuss the process and the specific organizational development questions with the entire chapter.” As part of this recommendation, OFSA and OSLD worked to create a five chapter Accreditation Liaison pilot program. This pilot program

ran for the three months leading up to the Accreditation presentations. This allowed the program panelists to assess potential topics for a full-blown liaison program, possible assessment opportunities, and an overall “feel” for the best ways to engage chapters in a total commitment and understanding of the Accreditation process.

In 2013-14 OFSA and OSLD will be moving forward with a comprehensive Accreditation Liaison program, as part of the bLUeprint program. The program will be an opt-in option for the chapters, and will consist of six monthly meetings with the entire chapter and the Accreditation Liaisons will consist of faculty/staff advisors, or trained volunteers. Topics will consist of areas such as:

1. Understanding chapter development questions
2. Creating goals and action steps
3. How to articulate chapter challenges
4. Effectively transitioning new leaders into the Accreditation process
5. Introducing new members to the process

As part of the Liaison program, chapters will be assessed on their overall understanding and comprehension of the Accreditation process, as well as the depth and breadth of chapter members’ participation in the process throughout the year.

2012-2013 Accreditation Results

Fraternities:

Gold: 3

Silver: 9

Bronze: 4

Poor: 4

Unacceptable: 0

Sororities:

Gold: 7

Silver: 3

Bronze: 1

Poor: 0

Unacceptable: 0

V. SWAC Recommendations:

A. Academics

- OFSA will work with the Office of Institutional Research track member academic retention and graduation rates of fraternity and sorority members.

B. Recruitment

- OFSA will work with the Greek Governing Councils to create bLUeprint learning strategies that concentrate on pre-recruitment and new member education experiences for first year students.

- Groups will finalize, list and itemize their costs to affiliate in order for OFSA to publicize costs for publication on the OFSA website. This will occur no later than September 15th.

- Once costs have been identified, OFSA will work with the Financial Aid Office to identify what percentage of Greek affiliated students are on financial aid to have a better sense of how cost might be effecting affiliation, and to make comparisons with the LU general student population.

- OFSA should focus on Multicultural chapter solvency and ensuring current and recently inactive chapters are able to maintain effective, active status.

C. Occupancy

- The issue of over-crowding sororities should remain on the fore front of continued discussions about the University's Master Plan as building a new residence hall might alleviate some of the space issues.

D. Second Year Recruitment:

- This is an action item that needs to have a recommendation made each year. The committee recommends that we do not move second semester recruitment to second year recruitment at this time. Overall, we continue to see the community moving in a positive direction. As required by the Strengthening Greek Life Report, the committee will continue to discuss this on a yearly basis. SWAC will also consult with the University Committee on Hazing, in order to continue to make informed recommendations as to the future of new member recruitment.

E. Conduct

- The University should continue to lend its support to the IFC, Panhellenic and MGC in their effort to combat the use and abuse of hard alcohol.

F. Accreditation

- The office of Fraternity and Sorority Affairs will work with chapters on utilization of the Accreditation Liaison program, in order to better assess individual chapter member

understanding of the Accreditation process, as well as infuse the bLUprint Five Foundations for Success into Accreditation.

G. Expansion

Each year SWAC needs to determine if there is a need to expand our Greek Community.

1. North-American Interfraternity Conference (NIC) and/or social fraternities:

- The committee supports the expansion of the fraternity community to a chapter that is fundamentally committed to espousing Jewish culture and heritage. SWAC believes that the University Committee on Expansion should be charged with communicating this recommendation to the NIC. The timeline on expansion should be for chapter presentations in the fall 2014 semester for non-residential chapter status, with a tentative colonization timeline of post-men's recruitment in the spring 2015 semester. It should be noted as with previous non-residential expansion efforts, there is no promise of, or timeline for, a non-residential chapter to become residential.

2. National Pan-Hellenic (NPHC); North-American Latino/a Fraternal Organization (NALFO) chapters:

- The committee recommends OFSA concentrates the solvency of current active and inactive organizations. The committee understands and supports potential expansion of organizations that would fit a need currently lacking at Lehigh, such as an NPHC sorority.

3. National Panhellenic Conference (NPC) community:

- Given the recent expansion of Kappa Delta, the committee does not recommend further expansion at this time.