

## Purpose

The Fraternity and Sorority Life (FSL) community at Lehigh University is grounded in the pursuit of excellence in scholarship, leadership, service, and brotherhood/sisterhood. Academic achievement is a fundamental expectation of membership in all fraternities and sororities. This policy establishes clear expectations, accountability measures, and support processes for chapters whose cumulative academic performance falls below the established standard.

This policy is aligned with Lehigh University's student organization recognition framework and conduct processes, emphasizing progressive intervention, due process, and developmental support.

## Academic Standard

All recognized fraternities and sororities are expected to maintain a **minimum chapter cumulative GPA of 2.50** each semester. This threshold reflects the minimum standard for good academic standing at the University and aligns with FSL's mission to foster the holistic success of all members.

## Policy Overview

If a chapter's cumulative GPA falls below a 2.50 for a given semester, the chapter will be placed on **Academic Social Probation** for the following semester. Continued failure to meet the academic standard may result in escalated sanctions, up to and including loss of university recognition.

## Recruitment and New Member Education Restriction

While on any academic status (Academic Social Probation, Extended Academic Probation, or Academic Loss of Recognition), chapters are **not permitted to engage in recruitment, new member education, initiation, or any activities associated with membership intake**, regardless of council affiliation or intake model.

## Progressive Academic Sanctions

Fraternity and Sorority Life employs a progressive sanctions model consistent with University conduct and recognition practices. Sanctions are designed to be educational, proportional, and responsive to a chapter's academic trajectory.

### Level 1: Academic Social Probation

**Status Determination:** Chapter cumulative GPA below 2.50 for one semester.

**Duration:** One full academic semester

#### Terms and Conditions:

- **Social Event Suspension**
  - The chapter may **not host or co-host any social events** during the probationary semester.
  - "Social events" are defined as any gathering with alcohol present, hosted by the chapter, a member, or in collaboration with another organization, regardless of location.
- **Permitted Activities**

- Chapters **may host educational, academic, and service-oriented programming** that supports members' personal and academic development.
  - When hosting educational programs, events must be led by a topic *expert*; not members of the chapter.
- All such programs must be submitted to and approved by the Fraternity & Sorority Life staff prior to being held.
- **Chapter Academic Accountability Plan (CAAP)**
  - The chapter must submit a [Chapter Academic Accountability Plan](#) to their chapter advisor and the Associate Director of Fraternity and Sorority Life by the end of the **second week of the probationary semester**.
  - The plan must include:
    - A review of chapter academic challenges and contributing factors.
    - SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals for academic improvement.
    - Academic support initiatives (e.g., study sessions, academic mentorships, incentive programs).
    - Strategies for member accountability and recognition of academic achievement.
    - A plan for monitoring and reporting progress throughout the semester.
- **Individual Member Requirements**
  - Any chapter member with a cumulative GPA below 2.50 must complete an [Individual Academic Success Plan](#) and meet with an academic advisor or university academic support staff.
  - Chapters participating in university- or council-wide performance events (e.g., the CGC Yard Show) must ensure that all participating members have completed this step.
- **New Member Academic Expectations**
  - New members are expected to earn a minimum **semester GPA of 2.50** during the semester in which they complete the new member education process and are initiated.
  - Any new member whose semester GPA for that term falls below 2.50 must complete a [New Member Individual Academic Success Plan](#) and meet with an academic advisor or university academic support staff.
  - Chapters are responsible for monitoring new member academic performance throughout the new member period and providing appropriate academic support and oversight.
  - Patterns of new member academic underperformance may be considered as part of the chapter's overall academic review.
- **Required Meetings and Check-Ins**
  - Chapter leadership must meet with the Associate Director of Fraternity and Sorority Life early in the semester to review the CAAP and identify additional support opportunities.

- A **mid-semester progress meeting** will be scheduled to evaluate improvement and compliance with all expectations.

- **Outcome Review**

- GPA  $\geq$  2.50: Return to good academic standing.
- GPA  $<$  2.50: Progression to Level 2

### **Level 2: Extended Academic Probation**

**Status Determination:** Chapter cumulative GPA below 2.50 for a second consecutive semester.

**Duration:** One academic semester

- **Enhanced Oversight and Conditions**

- Continued suspension of all social events.
- Increased frequency of meetings with FSL staff.
- Mandatory participation in structured academic support initiatives.
- Required involvement of chapter advisor, alumni leadership, and/or national headquarters.
- Additional operational restrictions (e.g., retreats, travel, discretionary programming) may be imposed at the discretion of the FSL staff.

- **Outcome Review**

- GPA  $\geq$  2.50: Return to good academic standing.
- GPA  $<$  2.50: Progression to Level 3

### **Level 3: Academic Loss of Recognition**

**Status Determination:** Failure to achieve a 2.50 cumulative GPA following two consecutive semesters of probation.

**Definition of Academic Loss of Recognition:** Suspension is the temporary removal of a chapter's recognition by Lehigh University in accordance with student organization recognition policies. During a period of suspension:

- The chapter may not operate as a recognized student organization.
- The chapter may not recruit, initiate, or accept new members.
- The chapter may not host, co-host, or participate in any events or activities, including social, educational, philanthropic, or service programs, under the chapter's name.
- The chapter may not use university facilities, funding, or resources, nor represent itself as affiliated with Lehigh University.
- The chapter's national organization and advisors will be notified of the suspension status.
- The length of suspension and any conditions for reinstatement will be determined by Fraternity and Sorority Life in consultation with appropriate university partners and, when applicable, the chapter's national organization. Reinstatement following suspension will require demonstration of sustained academic improvement, completion of any required action plans, and formal approval by the University.

**Reinstatement Following Academic Loss of Recognition**

- Reinstatement is not automatic and requires:
- Completion of a minimum suspension period determined by the FSL Office.
- Submission of a comprehensive academic recovery and sustainability plan.
- Demonstrated evidence of sustained academic improvement.
- Formal review and approval by the University.

**Administrative Discretion**

- Consistent with University conduct and recognition policies, the FSL staff reserves the right to:
  - Modify or escalate sanctions based on severity, duration, or non-compliance.
  - Accelerate progression through the sanctions framework when warranted.
  - Impose interim conditions to mitigate risk or address academic concerns.

**Support and Resources**

The goal of Academic Accountability Policy is not punitive, but developmental. The FSL staff will provide support to help chapters improve academic performance, including:

- Consultation with FSL staff on academic success strategies.
- Referrals to university academic support services and tutoring programs.
- Collaboration with advisors, alumni, and national headquarters to align academic initiatives.

**Communication of Status**

The Associate Director of Fraternity and Sorority Life will formally notify chapter leadership, advisors, and (if applicable) national headquarters of the chapter's academic status in writing following the release of semester grade reports.

**Reinstatement of Good Standing**

Chapters returning to good academic standing (2.50 GPA or higher) will regain full privileges, including the ability to host social events. Continued collaboration with the FSL Office to sustain academic improvement is strongly encouraged.