

# 2007-2008 System-Wide Assessment Report

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## **I. Charge to the System-Wide Assessment Committee**

The necessity for the existence of the System-Wide Assessment (SWA) Committee 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, 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**

Sharon Basso, Associate Vice Provost and Dean of Students, co-chair  
Tom Dubreuil, Associate Dean of Students, co-chair  
Tim Wilkinson, Assistant Dean of Students, Office of Fraternity and Sorority Affairs  
Ozzie Breiner, Director of Residential Services  
David Cohen '08, President Interfraternity Council,  
Brittany Grier '08, President, Panhellenic Council,  
David Polakoff '87, President Greek Alumni Council, Sigma Alpha Mu  
Kathy Duggan Trimble '87, Kappa Alpha Theta

## **III. Introduction**

**As stated above the System-Wide Assessment Report is an annual examination of the overall fraternity and sorority system at Lehigh University. Given timing and staffing issues of the past year, this report is spanning a period that covers the end of the 2006 – 2007 academic year and the first half of the 2007 – 2008 academic years. The System-Wide Assessment Report, recommendations included, and data provided are all as of Feb 15, 2008. Other information after that date are not included in the report but will be included in next year's assessment.**

## **IV. Greek System Status**

### **A. Accreditation**

#### **1. Overview of Process**

In March and April 2007 all fraternities and sororities participated in the second Greek Accreditation Process. The committee had full participation from Greek alumni, Greek students and University staff. In preparation for their presentations to the accreditation committee, chapters submitted a portfolio approximately two weeks ahead of time

which was provided to committee members for review. At their scheduled presentation time, chapters had 40 minutes for their presentation, followed by 20 minutes of questions and comments from the accreditation committee. The committee then deliberated in private for 60 minutes discussing feedback, recommendations and assigning initial accreditation levels for all five categories as well as an overall rating.

The committee members reviewed the written accreditation reports for each chapter until all committee members were satisfied with the content and tone of each chapter's accreditation ratings and feedback. Once the committee completed their work, the results were submitted to the Vice Provost for Student Affairs for final review and approval.

Following final approval, during the third week in June, chapters' accreditation results were released to their chapter members, alumni, and national organizations and were published on the Lehigh University web site.

## 2. Results

Overall, the accreditation process saw system wide improvement from 2006 to 2007.

	<u>2005-06</u>	<u>2006-07</u>
<b>Gold</b>	<b>4</b>	<b>7</b>
<b>Silver</b>	<b>9</b>	<b>15</b>
<b>Bronze</b>	<b>14</b>	<b>5</b>
<b>Poor</b>	<b>3</b>	<b>1</b>
<b>Unacceptable</b>	<b>0</b>	<b>1</b>

While the majority of chapters improved or at least remained the same in the accreditation process, two chapters lost their University recognition due to accreditation. Alpha Chi Rho was deemed to be unacceptable by the accreditation committee and Delta Sigma Pi was rated poor for the second straight year, which resulted in its loss of recognition.

## 3. Improvements in the Accreditation Process

The portfolios that each chapter provided were proving to be cumbersome to the students as well as the committee members. Chapters were spending a great deal of time re-typing information, photocopying, and duplicating information available electronically. In an effort to make the process of compiling portfolios more efficient, the Office of Fraternity and Sorority Affairs took the recommendation of the Pan-hellenic and Interfraternity Councils and purchased computer scanners for any chapter that wished to complete and submit their portfolios in an electronic version.

Another change in the accreditation process is regarding the time that the accreditation committee discusses and deliberates the initial accreditation ratings for each chapter. In previous years, the committee had 30 minutes, after the chapter completed their

presentation and answered questions, to assign the initial rating. For the next accreditation process, the committee will have a full 60 minutes to discuss, deliberate and assign ratings. The additional time will allow the committee to provide chapters with even more detailed feedback that can assist them in understanding their final rating and identifying priorities for improvement.

There was growing concern that the accreditation process had become too burdensome for chapters. The accreditation process is meant to examine a chapter's annual quality of performance as evidenced by their commitment to excel, their commitment to support the vision for Greek life, their commitment to live their creed and national values, and their progress in meeting the standards identified by the accreditation process. Beginning in the fall 2006 semester, the Office of Fraternity and Sorority Affairs worked with chapters to make sure all of their programs were based on quality not quantity. Greek Life Coordinators emphasized that chapters should focus on what they learned from their programs and activities and how it supports their chapter's vision and values, rather than being concerned with the volume of programs they sponsor. The accreditation committee focused on this and supported it through their questions and comments to the chapters.

Efforts last year by the Office of Fraternity and Sorority Affairs in cooperation with the IFC and Panhellenic Councils to assist chapters on the accreditation process include:

#### Scholarship:

- Created IFC and Panhellenic Academic Chairperson Positions to assist chapters in compiling and utilizing academic resources.
- Highlighted Center for Academic Success as a resource for chapters in Fall Accreditation Workshop.
- GLC's reviewed academic plans for all chapters.
- Continued faculty/staff advisor training.
- 17 chapters coordinated academic workshops or planned sessions with the Center for Academic Success in the fall 2006 semester.
- Currently 23 of 30 chapters have faculty advisors.

#### Leadership:

- GLC's reviewed and offered feedback on all chapter new member education programs.
- OFSA, IFC and Panhel encouraged and promoted IFC and Panhellenic Leadership opportunities to all chapter members.
- OFSA encouraged and promoted recognition opportunities through Order of Omega.
- The Office of Student Leadership Development completed 55 workshops with 16 organizations (13 fraternities, 3 sororities) in the Fall 06 semester, and has 44 scheduled workshops to date with 15 organizations (11 fraternities, 4 sororities) in the Spring 07 semester.

#### Citizenship:

- Created IFC and Panhellenic Community Service Chairperson positions to assist chapters in creating new community service and philanthropic endeavors as well as to streamline existing efforts.
- Held, in conjunction with the Community Service Office, an all-campus community service round table in the spring 2007 semester for chapters to share ideas about community service projects and discuss ways to partner with other student groups. This roundtable will occur every semester.
- Offered system-wide community service opportunities: Adopt-A-Family in the Fall '06 semester and Lehigh Wide World of Sports in the Spring '07 semester.
- GLC's, in conjunction with the Office of Student Conduct, have followed up on every reported chapter Code of Conduct violation in order to determine the possibility of using chapter standards boards to adjudicate and determine possible outcomes.
- GLC's reviewed chapter organizational processes to ensure maximum chapter participation in day to day running of the chapter.
- Reviewed and highlighted leadership and partnership opportunities through the Greek Life Coordinator and the Office of Student Leadership Development.
- OFSA worked with every chapter to ensure over 90% of each organization went through Social Host training.
- The Office of Student Leadership Development offered New Member Tracks Program to all interested chapters.

#### Partnership:

- Created IFC and Panhellenic Campus Relations Chairperson positions to assist chapters in facilitation of educational partnership opportunities between Greek and non-Greek organizations.
- GLC's issued monthly reports to all chapter alumni leadership to ensure continued communication between the chapter, alumni and OFSA.
- OFSA reviewed all chapter programming initiatives and provided recommendations on methods to increase and/or streamline partnership opportunities with other Greek and non-Greek organizations.
- OFSA, IFC and Panhellenic created Greek Life Diversity and Inclusion Programming Initiative to encourage chapter participation in diversity programming.
- Reviewed and highlighted leadership and partnership opportunities through the Greek Life Coordinator and the Office of Student Leadership Development.
- Facilitated and promoted partnership between chapters and LUPD by use of the Police Liaison Program.
- Assisted in GAC implementation of IFC and Panhellenic alumni/ae advisors.

#### Stewardship:

- In conjunction with the Office of Residential Services, OFSA holds House Manager Trainings every month.
- In conjunction with the Office of Residential Services, OFSA conducts bi-weekly house inspections and life-safety inspections.
- OFSA notifies chapter and alumni leadership of appropriate paperwork deadlines and holds chapters accountable to these deadlines.

- IFC and Panhellenic reviews and revamps Greek Week activities for all chapters on an annual basis.

Overall:

- Held IFC/Panhellenic president’s meeting “World Café” to solicit feedback and ideas regarding Accreditation from chapter members.

Finally, in response to students concerns that the Accreditation Rewards were a strong motivating factor for chapters to excel, a committee of students and advisors was convened to brainstorm new ideas of how accreditation results could be recognized. Recommendations from this committee will be completed by the end of the spring 2008 semester.

Accreditation results and Best Practices can be found at:

<http://www.lehigh.edu/~indost/greek/accreditation/index.html>

## B. Academic Performance

Similar to past years, for the spring 2007 semester, the all-Greek GPA of 3.12 was close to the all-undergraduate GPA of 3.14. The all-fraternity GPA (3.01) was close to the all-men’s GPA (3.05) and the all-sorority GPA (3.24) was close to the all-women’s GPA (3.29). Nine of 22 fraternities were above the all-men’s average while three of the eight sororities were above the all-women’s average.

<b>COMPARISON OF ALL-MEN’S, ALL WOMEN’S FRATERNITY &amp; SORORITY AVERAGES and ALL GREEKS</b>								
	<b>2004</b>		<b>2005</b>		<b>2005</b>		<b>2007</b>	
	<b>Spring</b>	<b>Fall</b>	<b>Spring</b>	<b>Fall</b>	<b>Spring</b>	<b>Fall</b>	<b>Spring</b>	<b>Fall</b>
ALL MEN	2.98	2.96	2.98	2.97	2.99	3.01	3.05	<b>3.05</b>
ALL FRATERNITY	2.94	2.94	2.93	2.92	2.92	2.95	3.01	<b>2.99</b>
ALL WOMEN	3.24	3.25	3.27	3.25	3.29	3.27	3.28	<b>3.28</b>
ALL SORORITY	3.23	3.28	3.23	3.26	3.24	3.28	3.26	<b>3.29</b>
ALL GREEK	3.07	3.09	3.06	3.06	3.06	3.09	3.12	<b>3.12</b>
ALL UNDERGRADUATE	2.99	3.08	3.09	3.09	3.11	3.12	3.14	<b>3.14</b>

Chapter Grade Point Averages can be found at:

<http://www.lehigh.edu/~indost/greek/accreditation/ScholasticsS051.pdf>

## C. Occupancy

### Occupancy Policy

Greek chapters are expected to meet a 90% occupancy standard. Chapters that fail to meet the 90% occupancy standard for three consecutive semesters will be given a grace period opportunity during that third semester to recruit more live-in members before the beginning of the following semester (fall or spring). If the organization can demonstrate by the last day of classes in the third failing semester that they will

be able to meet the 90% occupancy threshold they will be permitted to remain in the residential facility. If, however, due to attrition between semesters (students withdraw, academically dropped, etc.) the organization does not have the 90% required live-in members before the first day of classes of the following semester, they will not be permitted to move into the residential group housing facility and will lose their group housing privileges.

The Occupancy Policy can be found at:  
[http://www.lehigh.edu/~indost/greek/cleaning\\_policy.html](http://www.lehigh.edu/~indost/greek/cleaning_policy.html)

### **Fall 2006 Occupancy**

While there will be expected ebbs and flows in occupancy numbers over the next few years, the 90% occupancy policy has seen successful and we have reached a milestone with the system. The fraternity system has achieved a 98% occupancy rate and the sororities are at 119%. While this clearly is a success, we need to be cognizant of the concern of overcrowding which has clearly occurred in sororities and which may occur in the future for some fraternities.

#### Fraternities

Four fraternities fell below the 90% occupancy standard for the Fall 2006 semester. They are:

- Alpha Chi Rho 73%
- Delta Sigma Phi 59%
- Delta Upsilon 81%
- Kappa Sigma 76%

For each of these fraternities, this was the third consecutive semester failing to meet the required 90% occupancy standard. Thus, all four chapters were in a grace period during the Fall 2006 semester and needed to demonstrate by the last day of classes that they could meet 90% for the following semester.

As of early January it was believed that all chapters had met the requirement and would be allowed to retain the privilege of living in group housing. Towards the end of the second week of January, information was provided to the University that clearly indicated that Alpha Chi Rho fraternity had provided false information regarding their ability to meet the 90% standard. Given the fact that they did not meet the requirement, the chapter lost the use of the facility, and became a non-residential fraternity.

Prior to the end of the grace period for occupancy, Kappa Sigma had their recognition withdrawn by their national organization. One week into the Spring 2007 semester, Lehigh University received a communication from the Kappa Sigma national headquarters that they had revoked the charter of their Lehigh University chapter due to the national headquarters' assessment that the chapter had failed to live up to some of their national obligations. Given that the men living in the house, were no longer considered members of an active fraternity, they lost the privilege of University group housing had to move out. In addition, because their

national organization revoked their charter, they were not permitted to remain as a recognized Lehigh fraternity. The Lehigh chapter of Kappa Sigma filed an appeal of this decision with the national organization and the decision to revoke the charter was reversed. During the Fall 2007 semester, the chapter functioned as a colony and the house remained unoccupied until the Spring 2008.

### Sororities

All eight sororities achieved above a 90% occupancy rate for the fall 2006 semester. All eight of the sororities had occupancy over 100%, well above the 90% minimum. Sororities are faced with a very different challenge than the fraternities in the area of occupancy. While not a new issue, most chapters will need to continue to have almost all seniors and a large percentage of juniors move out of the house to accommodate the sophomore class and the chapter officers.

### **Spring 2007 Occupancy**

#### Fraternities

Two fraternities, Phi Sigma Kappa (85%) and Theta Chi (87%) fell below the 90% standard for the spring 2007 semester. This is the first time that either chapter has not met the occupancy requirement.

#### Sororities

All eight sororities achieved above a 90% occupancy rate for the Spring 2007 semester.

### **Fall 2007 Occupancy**

The fraternity system achieved a 90% occupancy rate and the sororities were at 117%.

#### Fraternities

Four fraternities fell below the 90% occupancy standard for the Fall 2007 semester. They are:

- Alpha Tau Omega 87%
- Beta Theta Pi 80%
- Chi Psi 83%
- Kappa Sigma 0% (the house is unoccupied for the Fall 2007 semester)

#### Sororities

All eight sororities achieved above a 90% occupancy rate for the Fall 2007 semester.

### **Spring 2008 Occupancy**



The fraternity system has achieved an 89% occupancy rate and the sororities are at 114%.

#### Fraternities

Four fraternities fell below the 90% occupancy standard for the Spring 2008 semester:

- Beta Theta Pi 74% (2<sup>nd</sup> consecutive semester failing to meet 90%)
- Chi Psi 83% (2<sup>nd</sup> consecutive semester failing to meet 90%)
- Delta Upsilon 84%
- Kappa Sigma 31%

#### Sororities

All eight sororities achieved above a 90% occupancy rate for the Spring 2008 semester.

### **D. Stewardship**

#### **Custodial Services**

It has now been over two years that Lehigh's fraternities have experienced a "full cleaning" schedule, similar to what occurs in our residence halls and sororities. In order to ensure that high quality cleaning is occurring in our residential facilities, Lehigh employs a third party vendor who evaluates each cleaner's performance on a monthly basis. The spring 2007 and fall 2007 cleaning scores are comparable with residence halls and in many cases, exceeded the scores achieved by residence hall cleaners. The overall cleanliness of our fraternities and sororities has continued to improve with each passing year. Alumni have commented that they see an improvement in the overall cleanliness of our houses. Cleaning remains a shared responsibility among the members of our fraternities and sororities and the professional cleaners. Each group has specific cleaning responsibilities as outlined in our Frequently Asked Questions document:

#### **Who is responsible for custodial services in the houses?**

In fraternity and sorority houses, a professional cleaning contractor will supply full cleaning services in the common areas of the houses five days per week and general clean up and trash removal on weekends. This cleaning includes all hallways, stairwells, bathrooms, dining areas, and kitchens. NOTE: The cleaning in kitchens does not include pots, pans, dishes, and dining tables etc., which, along with other areas not handled by the contractor, are the responsibility of the house actives.

It seems evident that moving to full cleaning in fraternity houses has achieved its desired impact. The bathrooms and common areas of the houses are cleaner and the actives seem to be working hard to keep the rest of the house clean. Keeping our fraternity and sorority houses clean continues to be a challenge but we are certainly moving in the right direction.

## **Student Damage**

Escalating student damage charges continue to be a concern for our fraternities and sororities. As previously reported, since Lehigh has taken over financial management of the fraternities, the amount of student damage has dramatically increased. It is the opinion of Residential Services that there has not been a dramatic increase of the amount of damage that is occurring in the fraternities and sororities but rather, with the addition of the Greek Life Coordinators, Assistant Directors of Residential Services and full cleaning by custodial vendors, there are more personnel in the houses and damage is identified on a more frequent basis. Decreasing the amount of student damage will continue to be a point of emphasis for all houses so that the physical plant of each house remains in good shape for years to come.

## **E. Diversity**

There is a strategic and increased focus on improving the campus climate as it relates to diversity issues at Lehigh University. With visible efforts by senior leadership of the institution, the work of the University Diversity Leadership Committee, efforts of groups and programs such as the Movement and Conversations on Race, the continued recruitment of a more diverse Lehigh community, the culture of the university will continue to grow and change. As stewards to the fraternity and sorority community, which encompasses nearly 40% of the Lehigh student body, the Office of Fraternity and Sorority Affairs, with the support and strong participation of the Panhellenic and Interfraternity Councils, worked with the Greek chapters to ensure they are playing a leading role in creating a more accepting and inclusive atmosphere on campus. Through the creation and work of The Greek Life Diversity and Inclusiveness Education Initiative, the following has already been achieved:

- A Panel Discussion regarding the responsibility of fraternities and sororities to embrace diversity occurred on Saturday, September 9, 2006 at the Greek Leadership Conference.
- IFC and Panhel co-sponsored the 2<sup>nd</sup> Annual Lehigh World Cup with the Office of Multicultural Affairs on Saturday, October 14, 2006.
- Order of Omega (Greek Honorary Organization) co-sponsored “Are You Positive” HIV Awareness Program on Wednesday, October 18, 2006.
- IFC and Panhel co-sponsored “Movement on the Hill” with The Movement on Monday, November 20, 2006.
- A diversity component was implemented into Spring 2007 “New Member Tracks” new member education program.
- Half of the chapters have implemented various diversity/inclusion programs.
- The Office of Fraternity and Sorority Affairs continues to work on the colonization of a Latina sorority, Lambda Theta Alpha, and a traditionally African-American sorority, Delta Sigma Theta. Lambda Theta Alpha was colonized in February 2008. Delta Sigma Theta is potentially going to begin an interest group during the 2008 – 2009 academic year.

For more information on the Greek Life Diversity and Inclusiveness Education Initiative go to: <http://www.lehigh.edu/%7Eindost/greek/InclusivenessInitiative.pdf>

## **F. IFC and Panhellenic Status**

### Update on the State of Sororities at Lehigh

On behalf of all eight sororities, the Fall semester and beginning of the Spring semester brought many exciting changes. For one, the annual Panhellenic-sponsored Pink Day was expanded to an entire week (October 20<sup>th</sup> – 27<sup>th</sup>), in large part due to the partnership with the Athletics Department. Throughout the week, various campus groups sponsored activities focused on Breast Cancer awareness, including a ribbon sale, ice cream social, and speaker from St. Luke's Hospital. Altogether, the Panhellenic Council and Athletics Department, with the help of the over 100 participating organizations, was able to donate over \$10,000 to the Susan B. Komen for the Cure fund for breast cancer research.

Along with great programming successes, preparation for formal recruitment spanned the entire semester. The annual Bagel Brunch drew over one hundred first year students and the three rounds of informal sorority open houses brought over two hundred women. Finally, when the formal recruitment period rolled around, the efforts throughout the entire semester paid off. The five days of recruitment ran exceptionally well and 199 women were placed in the eight chapters. Due to the hard work of Megan Schatzman, the Panhellenic Vice President of Recruitment, Recruitment Chairs, Rho Gammas, and all sorority women, this was the second highest number of women placed in chapters in over the past six years.

Overall, the Panhellenic Council and its eight member chapters have already accomplished a great deal over the past six months and are looking forward to many upcoming endeavors, such as Women's Health Week and Greek Week. With large new member classes and strong chapter leadership, expectations for the Spring 2008 semester are extremely high.

### Update on the State of Fraternities at Lehigh

Over the past several years, fraternities at Lehigh have made tremendous strides in the areas of programming, operational efficiencies and citizenship. The initial efforts of the Strengthening Greek Life Taskforce, along with the accreditation process, have proved beneficial to Lehigh University's Greek community. This past year, Lehigh had more gold and silver chapters than ever before. Fourteen of twenty one chapters were awarded either silver, or gold rankings by the accreditation committee. The community has also reached a point where chapters have come to recognize the positives of accreditation. Chapter are no longer programming for accreditation, but because they want to. However, as a result of the 2007 accreditation process, two chapters lost their recognition. Delta Sigma Phi received a poor ranking for the second consecutive year and Alpha Chi Rho was rated unacceptable. While the fraternity community hates to loose chapters, it recognizes the importance of holding groups accountable for their actions. Kappa

Sigma fraternity did not participate in accreditation because of their re-colonization, but since have been successful in re-establishing the chapter.

The Interfraternity Council promoted year-round recruitment again in the fall of 2007, allowing chapters to accept new members that were upperclassmen, or transfer students. Several chapters chose to participate in fall recruitment; however, the council feels that the community can continue to improve on their year-round recruitment efforts. The council's formal recruitment events were well attended and projections for the spring recruitment period are good.

As a whole, the Greek community has excelled in its programming efforts during the Fall 2007, into the spring of 2008. Many chapters are working to improve their chapter leadership and recognize their fraternal values. Values-based operation/living is a theme that has been promoted throughout the year. Also, the fraternity community successfully completed thousands of hours of community service and raised tens of thousands of dollars for both local and national philanthropies. One event that went extremely well this year was the Adopt-A-Family event which was arranged by the Interfraternity Council Community Service Chair and provided a number of local families with money and gifts during the holiday season. Also, the Interfraternity and Panhellenic Councils were able to donate several thousand dollars to the Boys and Girls Club and New Bethany Ministries, as a result of fund raising activities during Greek Week.

The Interfraternity Council has worked hard to facilitate the relationship between Greek chapters, Lehigh staff and administration. During the Fall of 2007, the council created the Facilities Chair position in an effort to improve relationships with residential services and facilities. Also, weekly chapter meetings are used to promote various resources that are available to chapters and keep chapters up-to-date with current community events.

Ultimately, the Interfraternity Council is proud of the progress that has been made by Lehigh's Greek community. It understands that there is still room for improvement and has identified risk management and new member education as areas of importance. Regardless, expectations for upcoming semesters are extremely high and the Greek community feels stronger than it ever has before.

#### **G. GAC Status – Spring 2007 – Spring 2008**

The GAC successfully transitioned into its next two-year administration, largely due to the continuity of GAC officers. Joe King moved from GAC President to GAC Immediate Past President; Jean McGill remains as VP-Sororities; David Polakoff went from VP-Fraternities to GAC President; and Peter Wolle joined the GAC Officers as VP-Fraternities. With the conclusion of the GAC term of Joe King, we took the opportunity to again revamp our GAC Executive Committee, both in terms of positions and those ladies and gentlemen filling those positions. We are now in our third administration since the Greek Life Task Force formation.

The new GAC Executive Committee set modest goals for the 2007-2008 school term:

1. Sorority Alumni Corp.: Assure each sorority has a formal alumni corp. and dedicated alumni volunteers, comprised of non-Lehigh sorority alumni sisters and Lehigh alumni sisters.
2. Accreditation: Work within GPC to assure that Accreditation remains as designed by the GLTF/GLIG and does not become a complacent effort (similar to what became of RER).
3. Housing Stock: The GAC should feed suggestions to the campus Housing Review Committee and respond to their requests for input and opinion.
4. A timely and comprehensive GAC web site providing key information to Greek Alumni

#### On-Going

5. GPC participation: Contribute to the monthly GPC meetings and work on ad hoc GPC committees.
6. GAC Constituency: Keep Greek alumni informed via the semi-annual meetings and via the website, which will be the prime vehicle for GAC communiqués and information.
7. System Wide Assessment: Participate on the SWA Committee, representing the Greek alumni.

In the previous four years, GAC was largely involved in the Greek Life Task Force and then its implementation. In that process, GAC was also re-branding itself from its previous incarnation as well as working with the 20,000 Greek alumni to educate them on GLTF and filter their feedback into GLTF, GLIG, and GPC.

In 2007, most of the RER to GLTF transition with our alumni is behind us. The Greek alumni are focused on thriving within the GLTF atmosphere, and adjusting to its growing pains. The GAC is now regarded as a prime conduit for Greek alumni feedback to take up through the GPC. The GAC also will work with our other GPC partners (the other three "As") in assisting them with their GLTF issues, as they pertain to alumni input.

The GAC is grateful that GPC and SWAC exist and are dynamic bodies to respond to intended and unintended byproducts of the GLTF. The GAC and its constituency are experiencing many issues in 2007 and 2008 that impact GPC and SWAC.

We are making modest progress on our 2007-2008 goals, though admittedly, ad hoc GPC issues are rising as priority over some of our goals.

In the fall 2007, we realized the following issues impacting several of the chapters:

- Pressures of 90% occupancy were translating into larger, new member classes.
- Academic vs. calendar year chapter officer election cycles were discouraging upperclassmen from seeking executive board offices.
- Current Greek students' four-year Lehigh experience may becoming one year in dorms; two years in Greek housing; final year off-campus (largely due to the guarantee of a single bedroom and to be out of certain constraints of living in Greek housing stock).

- Large new member classes were involuntarily driving upperclassmen out of their chapter houses (due to lack of space and/or single bedroom options).

The GAC has raised these issues with GPC and is seeking to collaborate with GPC to counter the negative byproducts that result from the combination of these factors.

This leads to the more macro-focused SWAC charged issue of weighing system expansion and its timing.

The combined factors of:

- Chapter houses at 90% occupancy or greater.
- Fewer fraternity chapters, now gone from campus largely by their own doing.
- Increased sorority and fraternity demand from current students.
- Chapters ever increasingly being unable to house their members.
- Some (but not all) formerly recognized chapters have embraced GLTF and the prospects that there will be opportunities to return themselves to campus, albeit as non-residential chapters. Some of these chapters are organizing and collaborating, as GLTF and SWAC call for them to do.

GAC endorses that current Greek chapter supply cannot meet students' demand and that GAC embraces progression toward expanding the Greek chapters, as per GLTF and SWAC policy. GAC notes that we recommend, from experience, that more chapters, of reasonable size membership, is preferred to fewer chapters with larger, unmanageable levels of membership.

At the March 2008 GAC meeting, the following topics were discussed and worked on:

- Ritual, values and vision
- Campus Greek survey results and keeping LU Greek life relevant to millennials
- Optimizing communication between chapter alumni and active leadership

For the remainder of 2007-2008:

The GAC has great concerns about the events of February 2008, across several chapters, as it relates to alcohol and hazing issues. While these may be issues normally addressed by the actives and administration of the GPC membership, the impacts of these elements are having long-term going-concerns for our chapters and thus we will be actively seeking to work with GPC on these elements. The GAC Executive Committee and the productively vocal constituents of ours are mandating the GAC Officers make our contributions towards stemming these problems.

As regards the health and vibrancy of the GAC, it is functioning as intended, by all concerned, and we are pleased to be a valued and collaborative partner in making the Lehigh Greek System a model for other campuses and that it continue to deliver the complementary elements to students' academic pursuits and to Lehigh's goals and strategy. We remain ever bullish on Lehigh's Greek offerings and are dedicated toward working to address any/all factors that challenge the collective aims of the GLTF initiative.

## H. System Wide Assessment Recommendations

### 1. Progress Related to Prior Recommendations:

a. There has been growing concern that the accreditation process is becoming a “checklist” for chapters, thus making it more burdensome. Since the beginning of the fall 2006 semester, the Office of Fraternity and Sorority Affairs has been working with chapters to make sure all of their programs are based on quality not quantity. GLC’s are emphasizing that chapter’s focus not on how many programs they have completed, but rather, what did the chapter learn from their programs and activities and how it supports their chapter’s vision and values. **The assessment committee recommends that the Office of Fraternity and Sorority Affairs continue their efforts with chapters, encouraging delegation by chapter leaders. This committee also encourages the accreditation committee to focus on educational outcomes and quality versus quantity of programs by chapters and to demonstrate this priority via their questions and comments to the chapters during the accreditation presentations.**

**Status – As was seen during the accreditation presentations and the reports to chapters, the accreditation committee strongly supported and rewarded the practice of effective delegation and quality versus quantity of programs.**

b. The committee recommends that the timing of this Assessment report be moved up with the bulk of writing and data collection occurring over the summer months, **with recommendations being reviewed and new ones made early in the fall semester. The report should be released no later than mid-October in the future.**

**Status – This did not occur due to staffing issues during the fall 2007 semester but will remain a remain a priority in the future.**

### 2. New Recommendations of the System Wide Assessment Committee:

a. In support of the recommendations from the Strengthening Greek Life Task Force Report, the assessment committee should **work with the Vice-Provost for Institutional Research to develop a consistent data section of this report.** Some items to be measured include a perceptions survey about Greek life; academic impact of Greek life, particularly on 1<sup>st</sup> year students; chapter development in the fall semester compared to the spring when recruitment occurs, and the senior year experience in Greek life.

**Status – A Greek Perceptions survey has been administered and results should be made public during the Spring 2008 semester.**

**The Assessment Committee recommends that the results be shared broadly and incorporated into strategic planning by the OFSA, IFC, Panhel and the GAC as well as by individual chapters.**

b. The Report of the Task Force on Strengthening Greek Life states that “If and when housing can be provided for all students to live in campus residence facilities for two years, rush should be conducted in the sophomore year, unless there is clear evidence that Greek Life is meeting high standards of performance, maturity, stability and contributing to the educational mission of the university”. The committee continues to see positive indicators as to the direction of Greek Life at Lehigh and we see no need to explore the possibility of moving towards sophomore recruitment. This item needs to be evaluated annually.

**Status - The committee continues to see positive indicators as to the direction of Greek Life at Lehigh and we see no need to explore the possibility of moving towards sophomore recruitment. This item needs to be evaluated annually.**

**Recommendation - At this time the committee recommends continuing second semester recruitment.**

c. The sorority housing issue remains the same as it has in past years. Chapters are not able to fit all of their members in their houses, primarily due to the large sizes of their chapters as regulated by the policies of the National Panhellenic Council. Those regulations coupled with the requirement that all first-and second-year students live on campus, often leads to junior and senior women being displaced off campus, which has a direct negative impact on retaining upper-class members to serve as leaders that live in the chapter house. **While issues of sorority housing equity in terms of all sororities having permanent houses may be resolved soon, the issue of inadequate capacity for most sorority members to live in chapter facilities remains and requires definitive action.**

**Status – There currently is a committee of staff members examining all long term housing issues on campus, including residence halls, Greek housing and graduate student housing. The work of this committee has been put on hold due to a strategic thinking/planning retreat that will occur during the summer involving trustees and officers of the University.**

**Recommendation – Once the trustees and officers of the University report the results of the strategic planning effort, this committee will reconvene to make recommendations regarding the housing needs and priorities on campus.**

d. After assessing the needs and current status of the system, the Assessment Committee makes the following recommendations regarding the expansion of the Greek Life System at Lehigh for the 2007-08 academic year.

1) North-American Interfraternity Conference Fraternities – All data and anecdotal evidence indicates that the system is moving forward in positive directions.



**Recommendation - Given the current status of the system, the committee recommends that Lehigh begin the expansion process with the intent of inviting up to two non-residential NIC fraternities to begin the colonization process. The Office of Fraternity and Sorority Affairs should publicize the application process as soon as is possible with a goal of selecting two chapters by mid-October to colonize as a non-residential chapter(s).**

2) National Panhellenic Sororities - Last year the committee recommended that the sororities work with NPC and the OFSA to raise total. The committee feels that chapters need to continue to stabilize themselves under the new total amount. Additionally, the committee continues to recommend the Office of Fraternity and Sorority Affairs continue its work with the NPC to develop a long range expansion plan with attention to housing issues, maintaining manageable chapter sizes and programming for sisters not able to live in the house.

**Recommendation - At this time the committee does not recommend expanding the NPC sorority system.**

3) National Pan-Hellenic and National Association of Latino/a Fraternal Organizations – As a result of this committee's recommendation from the last two years, this Spring, Lambda Theta Alpha became a recognized N.A.L.F.O. sorority colony on Lehigh's campus.

**Recommendation - The committee recommends that the OFSA continue to work to identify whether there are additional student needs that can be further met by NALFO or NPHC organizations and to work accordingly to expand options in this area.**

4) Fraternity and sorority damage remains an issue for chapters and given challenging economic times for many Lehigh students and families, we certainly do not want the cost of damages to increase.

**Recommendation – The committee recommends that all of those involved in the housing aspect of Greek Life (including OFSA, Residential Services and the alumni of individual chapters) continue to work on and strategize ways to reduce the increasing damage. During the fall 2008 semester, a committee should be created and populated by students, GAC representatives, staff from Residential Services and OFSA. This committee should be charged to examine the increase in damage in fraternity and sorority houses and to develop policies and procedures to address the issues. More specifics regarding the charge of this group and timeline should be discussed and determined by the Greek Partnership Council.**

5) In this report, the committee has commented on the potential future issue of overcrowding in fraternity chapter facilities. The causes and solutions of overcrowding in some fraternity residential facilities need to be further examined. Some issues that this committee discussed include: Are fraternities recruiting too many members and not being as concerned with membership

quality? Are there too many single rooms in chapter houses now? Is there something else occurring to explain this situation?

**Recommendation – The committee recommends that OFSA in conjunction with IFC, GAC and Residential Services examine this issue further and work to provide chapters with recommendations as to how they can best manage overcrowding. During the fall 2008 semester, a committee should be created and populated by students, GAC representatives, staff from Residential Services and OFSA. This committee should be charged to examine the issue of fraternity overcrowding and to develop policies and procedures to address the issues. More specifics regarding the charge of this group and timeline should be discussed and determined by the Greek Partnership Council.**

#### V. Summary

As can be gleaned from this report, the Greek system continues to move in positive directions but continues to face new and sometimes daunting challenges. The committee feels positive that the continued efforts of all involved, combined with the special attention paid to the recommendations will benefit the system for years to come.

**VI. Appendix**  
**FRATERNITIES/SORORITIES TWO-YEAR JUDICIAL SUMMARY**  
**Spring, 2006 - Spring, 2008 Semesters**

<u>GROUP</u>	<u>VIOLATION</u>	<u>INCIDENT DATE</u>	<u>SANCTION DATE</u>	<u>SANCTION</u>
<b>FRATERNITIES:</b>				
<b>Alpha Chi Rho</b>	<b>Article III V.A.</b>	<b>1/10/07</b>	<b>2/20/07</b>	<b>Disc. Pro thru Spring 08</b>
	Article III IV.D. V.A.	9/22/06	10/12/06	Disc. Pro thru Fall 2007 Social Pro thru 5/31/07 Dry House thru 5/31/07
	Article III II.F. V.B. and E. IV.H. IV.F.	9/17/06	10/12/06	Disc. Pro thru Fall 2007 Social Pro thru 5/31/07 Dry House thru 5/31/07
	Social Policy I.A.8.	9/2/06	9/22/06	Disc. Pro thru Fall 2006 Social Pro thru 9/23/06
Alpha Sigma Phi	-----	-----	-----	-----
<b>Alpha Tau Omega</b>	<b>Social Policy I.D.11.a.</b>	<b>9/8/07</b>	<b>10/15/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru Fall 2007 Do program with GLC After program is complete ATO can hold 5 events</b>
	Social Policy I.A.8.	2/8/07	3/12/07	Disc. Pro thru Spring 2007 Social Pro thru 3/29/07
	Social Policy I.D.11.a.	4/21/06	11/13/06	Disc. Pro thru Fall 2006 Social Pro thru 11/17/06
	Social Policy I.A.8.	1/19/06 11/19/05	2/23/06	Disc. Pro thru Spring 2006 Social Pro thru 3/19/06
<b>Beta Theta Pi</b>	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>9/15/07</b>	<b>9/26/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru 1/1/08 Do program with OFSA After program is complete Beta can hold 3 events</b>

<b>Chi Phi</b>	<b>Social Policy I.A.8.</b>	<b>2/1/08</b>	<b>2/12/08</b>	<b>Disc. Pro thru Fall 2008 Social Pro thru Fall 2008 Alcohol free thru 5/31/08 Do programs with OFSA After programs are complete, the house may host one alcohol event after 4/11/08. During Fall, 2008, Chi Phi can hold 5 events</b>
	Social Policy I.D.11.a.	9/6/07	10/16/07	Warning Social Pro thru Fall 2007 Chi Phi can hold 5 events during Fall 2007 Do risk management plan If plan is not complete, house will be on disc. pro. through Spring 2008
<b>Chi Psi</b>	<b>Social Policy I.D.11.a.</b>	<b>9/24/07</b>	<b>10/1/07</b>	<b>Disc. Pro thru Fall 2007 Provide compilation of activities to DOS</b>
	<b>Respect for Others Failure to Comply Social Policy I.A.8.</b>	<b>9/21/07</b>	<b>10/1/07</b>	<b>Warning Provide compilation of activities to DOS</b>
Delta Phi	Social Policy I.D.11.e.	3/19/06	4/5/06	Disc. Pro thru Spring 2006 Social Pro thru 4/20/06
Delta Sigma Phi	-----	-----	-----	-----
<b>Delta Tau Delta</b>	<b>Social Policy I.A.8.</b>	<b>9/27/07</b>	<b>10/16/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru Fall 2007 Do program with GLC After program is complete DTD can hold 5 events</b>
<b>Delta Upsilon</b>	<b>Social Policy I.A.8.</b>	<b>1/20/08</b>	<b>1/28/08</b>	<b>Disc. Pro thru Spring 2008 Social Pro thru 5/31/08 Do programs with OFSA After programs are complete, DU can hold 5 events</b>

	Social Policy I.A.8.	11/20/05	2/28/06	Warning
	Social Policy I.A.8. I.D.11.a.	1/21/06	2/13/06	Disc. Pro thru Spring 2006 Social Pro thru 3/11/06

<b>Kappa Alpha</b>	<b>Social Policy I.A.8.</b>	<b>9/20/07</b>	<b>10/16/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru Fall 2007 Do program with GLC After program is complete KA can hold 4 events</b>
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	Social Policy I.D.11.e.	4/23/07	3/28/07	Warning Social Pro for the first week of Fall, 2007
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	Article III IV.H. V.B.	10/6/06	11/20/06	Disc. Pro thru Fall 2006 Social Pro thru 12/20/06
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Kappa Sigma	-----	-----	-----	-----
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<b>Lambda Chi Alpha</b>	<b>Social Policy I.A.8.</b>	<b>1/27/08</b>	<b>2/27/08</b>	<b>Disc. Pro thru Spring 2008 Social Pro thru 5/31/08 After program is complete LCA can hold 5 events</b>
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	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>10/5/07</b>	<b>10/26/07</b>	<b>Warning Social Pro thru Fall 2007 Conduct standards board with GLC After program is complete LCA can hold 4 events</b>
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	<b>Social Policy I.D.11.a.</b>	<b>10/11/07</b>	<b>10/17/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru Fall 2007 Do program with GLC After program is complete LCA can hold 3 events</b>
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	Social Policy I.A.8.	1/19/06	3/2/06	Warning Social Pro thru 4/17/06
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	Lehigh (2) Social Policy I.D.1.	11/18/05	2/1/06	Disc. Pro thru Spring, 2006
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Phi Delta Theta	-----	-----	-----	-----
<b>Phi Gamma Delta</b>	<b>Article III IV.F. V.A. V.C.</b>	<b>2/2/08</b>	<b>2/27/08</b>	<b>Disc. Pro thru Fall 2008 Alcohol free thru 12/31/08 Implement random checks during Spring 08 and Fall 08 Improve alcohol policies</b>
	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>11/1/07</b>	<b>11/26/07</b>	<b>Disc. Pro thru Spring 2008 Social Pro thru 5/31/08 Develop a plan for alcohol at the house Upon completion of plan, the dry house status will be reviewed by the OSC</b>
	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>10/12/07</b>	<b>11/13/07</b>	<b>Warning Accountability Workshop before 2/1/08 Develop standards board</b>
<b>Phi Kappa Theta</b>	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>1/25/08</b>	<b>2/18/08</b>	<b>Disc. Pro thru Spring 2008 Social Pro thru 5/31/08 Do program with OFSA After program is complete, Phi Kap can hold 5 events</b>
	Posted rules and regulations	11/11/06	2/7/07	Disc. Pro thru Spring 2007
	Property	4/16/06	5/2/06	Warning
<b>Phi Sigma Kappa</b>	<b>Social Policy I.D.11.a.</b>	<b>9/2/07</b>	<b>9/13/07</b>	<b>Disc. Pro thru Fall 2007 Social Pro thru Fall 2007 Do program with GLC After program is complete Phi Sig can hold 4 events</b>
Psi Upsilon	Hazing Property Criminal Conduct	3/22/06	4/27/06	Disc. Pro thru Spring 2007
<b>Sigma Alpha Mu</b>	<b>Failure to Comply Social Policy I.A.8.</b>	<b>11/15/07</b>	<b>12/10/07</b>	<b>Disc. Pro thru Spring 2008 Social Pro thru 5/31/08 Do program with GLC After program is complete, Sammy can hold 2 events</b>
	<b>Social Policy</b>	<b>11/16/07</b>		

**I.A.8.**  
**I.D.11.a.**  
 Social Policy 1/25/06 2/9/06 Disc. Pro thru Spring 2006  
 I.D.11.e. Social Pro thru 3/11/06

**Sigma Chi**      **Social Policy**      **2/8/08**      **2/18/08**      **Disc. Pro thru Spring 2008**  
**I.A.8.**      **Social Pro thru 5/31/08**  
**I.D.11.a.**      **Do two programs with**  
**OFSA**  
**After completions, Sigma**  
**Chi can hold 6 events**

Lehigh (2) 11/17/05 2/2/06 Warning  
 Social Policy  
 I.D.11.a.

Sigma Phi -----

**Sigma Phi Epsilon**      **Social Policy**      **11/8/07**      **12/10/07**      **Disc. Pro thru Spring 2008**  
**I.A.8.**      **Social Pro thru 5/31/08**  
**Do program with GLC**  
**After program is complete**  
**Sig Ep can hold 6 events**

**Encouraging**      **9/17/07**      **10/4/07**      **Warning**  
**Others**

**Posted rules and**      **9/23/07**      **9/26/07**      **Warning**  
**regulations**      **Pay fine**  
**Do fire safety program**  
**by 10/15/07**

Respect for Others 1/21/07 2/7/07 Disc. Pro thru Spring 2007  
 Posted rules and  
 regulations

**Theta Chi**      **Social Policy**      **10/31/07**      **12/4/07**      **Warning**  
**I.A.8.**      **Complete a risk mgt.**  
**workshop for Spring 2008**

Theta Delta Chi -----

**Theta Xi**      **Social Policy**      **9/8/07**      **9/26/07**      **Disc. Pro thru Fall 2007**  
**I.D.11.a.**      **Social Pro thru Fall 2007**  
**Allowed to have 5 events**  
**with alcohol**

Social Policy I.D.11.a.	3/14/07	4/25/07	Warning
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**SORORITIES:**

<b>Phi Sigma Pi</b>	<b>Hazing Occupying without permission</b>	<b>11/15/07</b>	<b>1/24/08</b>	<b>Disc. Pro thru Spring 2008 Work with OFSA to make sure practices are in line with university policy, to be completed by 5/1/08</b>
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**FRATERNITIES/SORORITIES**

**SPRING, 2008 SUMMARY**

Groups currently on disciplinary probation:

Alpha Chi Rho	through Spring, 2008
Chi Phi	through Spring, 2008
Delta Upsilon	through Spring, 2008
Lambda Chi Alpha	through Spring, 2008
Phi Gamma Delta	through Fall, 2008
Phi Kappa Theta	through Spring, 2008
Sigma Alpha Mu	through Spring, 2008
Sigma Chi	through Spring, 2008
Sigma Phi Epsilon	through Spring, 2008
Phi Sigma Pi	through Spring, 2008

Groups currently on social probation:

Chi Phi	through Fall, 2008	(5 events during Fall, 2008)
Delta Upsilon	through Spring, 2008	(5 events)
Lambda Chi Alpha	through Spring, 2008	(5 events)
Phi Gamma Delta	through Spring, 2008	
Phi Kappa Theta	through Spring, 2008	(5 events)
Sigma Alpha Mu	through Spring, 2008	(2 events)
Sigma Chi	through Spring, 2008	(6 events)
Sigma Phi Epsilon	through Spring, 2008	(6 events)



\*\* (Events in parentheses can be held only upon completion of OFSA/GLC programs)