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To: John Smeaton, Vice Provost for Student Affairs
From: System-Wide Assessment Committee
Date: October 23, 2015
Re: SWAC Report 2014-2015

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I. Introduction

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 2014-2015 academic year.

II. Charge to the System-Wide Assessment Committee

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

"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 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."

III. 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, Sr. Assistant Dean of Students and Director of Fraternity and Sorority Affairs
- Ozzie Breiner, Director of Residential Services
- Jess Manno, Director Assessment and Planning, Student Affairs
- Meg Munley, Institutional Research
- Lori Kennedy, Interim Director Alumni Association
- Matthew Bay '16, President of the Interfraternity Council
- Ellen Weich '16, President of the Panhellenic Council
- Gladys Castellon '17, President of the Multicultural Greek Council
- Rob Sobieski '12, President of the Greek Alumni Council

VI. Greek Community Status

A. Academics

Grade performance for the fall 2014 and spring 2015 semesters included the following:

Fall 2014

- All Fraternity GPA: 2.997
- All Sorority: 3.332
- All Greek: 3.160

Spring 2015

- All Fraternity GPA: 3.057
- All Sorority: 3.345
- All Greek: 3.197

Overall, individual chapter and overarching community grade point averages and numerical spreads are approximately the same as in previous years. One area that OFSA is currently

not assessing is a comparison of the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate (non-new members) during the spring semester. This is something the committee would like to see OFSA work on with Institutional Research in addition to a review of retention and graduation rates. SWAC also reaffirms that OFSA and Student Affairs leadership need to continue to talk with staff from the Office of the Registrar about releasing chapter grade information to OFSA. Even if it is agreed that it will not be shared publicly, we believe it is critical for us to have this academic information for internal purposes when looking at the health of our overall Greek community.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends reviewing the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate (non-new members) in the spring semester.

B. Recruitment and Intake

1. Panhellenic Formal Recruitment

Panhellenic Formal Recruitment registration numbers for January 2015 totaled 343 women and this number is the highest on record since 2000. This number was up from January 2014 when 272 women registered for Panhellenic Formal Recruitment and is also on track with national trends indicating increased interest in the sorority experience for college women. Of the 341 potential new members that attended the first round of recruitment, 293 were matched during bid matching and received bids to join a sorority. Of those not receiving a bid, 41 potential new members voluntarily withdrew from the process and six were released. This indicates an 85.9% retention rate which is considered healthy retention by standards from the National Panhellenic Conference. Additionally, this year's strong participation and retention statistics further indicate that the concern regarding a downward trend in sorority recruitment participation during the 2013-2014 academic year was inaccurate.

Quota during Panhellenic Formal Recruitment was 30 bids per chapter and all but two organizations met quota. Six organizations also received quota additions. Overall, the average new member class size totaled 32 women alongside an average chapter size of 112 women. Kappa Delta, in particular, continues to strengthen as the newest sorority to the community and took the largest new member class.

The Lehigh University System-Wide Assessment Committee (SWAC) does not recommend Panhellenic extension for 2015-2016, but recommends that this conversation be revisited in coming years.

Additionally, a number of positive changes were made to the structure of Panhellenic Formal Recruitment including relocating first rounds to academic lobbies and reducing the length of recruitment from a period of five to four days. These changes allowed for significant cost and resource savings while simultaneously allowing women to enjoy a longer winter break.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the Panhellenic Council continue moving forward with recent changes to structure.

2. Interfraternity Council Recruitment

Fraternity Recruitment registration numbers for February 2015 totaled 480 men and this number is consistent with recent years. This number was up from February 2014 when 392 men registered for Fraternity Recruitment. Of the 480 men that registered, 402 met the University's eligibility requirements and only 355 met the IFC's requirements. At the conclusion of Fraternity Recruitment, 357 bids were distributed to 292 men and some men received more than one bid. Additionally, a number of fraternities extended additional bids to men later during the spring semester. Average fraternity chapter size and overall Interfraternity Council membership numbers remain vibrant.

Delta Phi Fraternity was suspended in December 2014 and, as a result, was not allowed to participate in recruitment. Alpha Epsilon Pi was recognized in December 2014 and was also not allowed to recruit until meeting provisional requirements, which they fulfilled in May 2015.

The Interfraternity Council is continuously working to improve its recruitment process with further improvements made to the registration process via the Interactive Collegiate Solutions (ICS) recruitment platform alongside council-mandated requirements for chapters to focus on values-based recruitment and host open events.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the Interfraternity Council continue to move forward with emphasis on values-based recruitment efforts.

Expansion of a Historically Jewish Fraternity: The committee recommended support for Jewish Fraternity expansion in 2014-2015 as the sole Interfraternity Council expansion opportunity. This effort was initiated when Rabbi Seth Goren, past Director of Jewish Student Life, Dr. Roger Simon, Professor of History and Associate Chaplain, and Rev. Dr. Lloyd Steffen, Professor of Religion Studies and University Chaplain, co-authored a document entitled "A Proposal for the Establishment of a Jewish Fraternity at Lehigh" in 2012-2013. Originally slated to occur in fall 2013, SWAC made the decision to delay expansion for one year. Three historically-Jewish fraternities were invited to present on campus and this included Alpha Epsilon Pi, Sigma Alpha Mu, and Zeta Beta Tau. Ultimately, Alpha Epsilon Pi was provisionally recognized after careful consideration and review of the proposals and presentations made by Alpha Epsilon Pi as well as the two other organizations mentioned above.

The provisional status was contingent upon a number of requirements and, upon completion of the provision status, the expansion committee reconvened to review progress made by the organization and recommended the group be granted full active status. Through this journey, Alpha Epsilon Pi students, alumni, and national leadership demonstrated a positive spirit of collaboration and partnership in working with the IFC, the OFSA, and the broader Lehigh administration. As with previous non-residential expansion efforts, there is no promise of or timeline for this non-residential chapter to petition for a residential facility.

Makeup and Representation on SWAC: Following the most recent expansion process, the Interfraternity Council's executive board leadership expressed interest in wanting more representation on the System-Wide Assessment Committee. The committee carefully considered this suggestion and decided against expanding committee membership at this time. Keeping in mind the committee's purpose and charge alongside the higher-level conversations often discussed, the group composition should not be altered. However, the committee will consult with each council on council-related matters and the respective council representatives are strongly encouraged to serve as a sounding board to the committee when representing their constituency.

The Lehigh University System-Wide Assessment Committee (SWAC) does not recommend Interfraternity Council expansion for 2015-2016 in an effort to allow Alpha Epsilon Pi to further integrate into the community while Phi Delta Theta and Delta Chi simultaneously adjust to residential facilities.

3. Culturally-Based Chapter Intake

Interest in culturally-based chapter intake continues to be consistent with average chapter size holding steady between three and four members. Intake statistics were relatively low and four of the five established organizations did not take in new members in the 2014-2015 academic year. Mu Sigma Upsilon and Kappa Alpha Psi also boasted one member each. Additionally, Alpha Phi Alpha did not fulfill requirements mandated by the national organization in order to retain their provisional charter and have been granted an extension through December 2016 in order to do so. Failure to meet requirements would lead to the national organization rescinding the provisional charter and closing the chapter.

NPHC Sorority Expansion: Sigma Gamma Rho expanded to campus in spring 2015 with five women completing intake and serving as founding members. This is the first women's organization belonging to the National Pan-Hellenic Conference to have a presence on our campus in recent history and the committee looks forward to the continued growth and success of this organization.

The challenges of culturally-based chapters continue to remain the same, including organizational solvency and overly burdened chapter members. These challenges are indicative of organizations smaller in size juxtaposed against members' desires to make an impact both at Lehigh and in the regional and national landscapes of their respective organizations. SWAC believes that OFSA should look to focus on solvency of these organizations as opposed to additional expansion. The exception to this is the possibility of another NPHC women's organization, as this is a group not currently represented strongly at the institution beyond the recent establishment of Sigma Gamma Rho. If there exists a NPHC sorority that is a good fit for our community and a critical number of students show interest in this sorority, SWAC is supportive of expansion.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends carefully considering further expansion opportunities of the multicultural Greek Council, particularly to support National Pan-Hellenic Conference (NPHC) women's organizations.

Interest Group Policy: The joint expansion policy current states that interest groups are prohibited and there is some debate on whether or not this stance allows culturally-based groups to attract interest in a way that best meets their organizational needs. In some instances, interest groups are allowed and encouraged by the national organization and other instances they are discouraged. The committee recommends that this stance be revisited and potentially amended on a case-by-case basis in order to better suit the needs of the culturally-based groups belonging to our community. This will further allow our policies and practices to become more closely aligned with those policies of the individual national organizations to which our groups belong.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends the current stance against interest groups for culturally-based organizations be revisited and potentially amended on a case-by-case basis in order to better suit the needs of culturally-based organizations.

Partnership with Moravian College: In the past, SWAC has been supportive of the idea of city-wide or metro charters, which allows culturally-based organizations to share charters across institutions. This support has always come with the caveat that Lehigh University hold the charter and that all information, including academic reports, conduct reports, and new member programs are shared between host institutions. For some time, Lehigh and Moravian have been in discussion regarding such a partnership with Kappa Alpha Psi only. SWAC remains supportive of this as a pilot opportunity.

The Lehigh University System-Wide Assessment Committee (SWAC) affirms that Lehigh should pursue piloting a multi-campus partnership with Moravian College for Kappa Alpha Psi.

4. General Recruitment Efforts

The System-Wide Assessment Committee is compelled to review the state of men's and women's recruitment each year. A major component of this review continues to be a recommendation from the 2012-13 SWAC report which pertains directly to the relationship between the transitions that students face when moving from residence hall facilities into chapter facilities after joining a residential fraternity or sorority. Opportunities to ease this transition include the following:

- i. Further define the sophomore experience to assure that sophomores, regardless of chapter affiliation or not, are exposed thoroughly to the bLUeprint Five Foundations for Student Success
- ii. Provide educational opportunities for first-semester first-year students regarding personal values and values-based decision making to help guide students' decisions on whether or not to join a fraternity or sorority
- iii. Strengthen the education provided to students moving into chapter facilities about the obligations and responsibilities that come with living in this type of environment

The OFSA worked to further strengthen bLUeprint learning strategies and initiatives, and has committed to providing educational programs for first-semester first-year

students interested in joining a fraternity or sorority. The following initiatives have continued under this effort and include the following:

Recruitment Counselor Training and Development: The Panhellenic Council's Rho Gamma Program and the Interfraternity Council's Brotherhood Recruitment Officer Program provide first-year students with the opportunity to discuss and reflect upon the Five Foundations for Student Success in connection to the fraternity and sorority experience. These sessions also focus on what to look for in a successful fraternity and sorority experience, as well as how to engage in understanding the larger community's vision and goals.

5 x 10 Programming: First-year students 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 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 while also considering congruence with personal values when determining organization fit.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends further exploring opportunities to incorporate bLUeprint concepts into the pre-recruitment and recruitment processes.

C. Occupancy

1. Sorority Occupancy

All sorority chapters continue to be in good standing regarding occupancy. Some of these organizations are challenged by problems associated with over-occupied facilities as compared to the challenges some fraternities have in reaching and maintaining minimum occupancy requirements. Sororities continue to face a considerable challenge with the average chapter being 28% over-occupied in 2014-2015. Some chapters cannot fit all members in the facility which results in junior and senior women living off campus. The addition of Kappa Delta did not alleviate this challenge, as this is simply a replacement for Delta Gamma.

SWAC continues to discuss the fact that sorority membership numbers are incredibly high and trending upward and the impacts this has on Occupancy. In the past, SWAC has considered a number of options to address the over-occupancy issue, including supporting non-residential sorority expansion or artificially lowering quota. However, SWAC's conclusion continues to be that neither are viable options under current NPC philosophy and practice. This issue requires further discussion as the University moves forward with discussion on issues outlined in the CORE report.

2. Fraternity Occupancy

Fraternities continue to meet the 90% Occupancy standard with the average chapter being occupied at 97% in 2014-2015. One chapter failed to reach the 90% occupancy standard (Chi Psi, 85%) for the third consecutive semester in fall 2014, yet resolved the issue in spring 2015. One chapter (Theta Chi, 77%) received a first-semester warning and two chapters (Alpha Tau Omega, 86%, and Theta Xi, 73%) failed Occupancy for the

second consecutive semester. The alumni leadership of these chapters have been notified regarding these Occupancy challenges and the consequences for failure to resolve these problems. Currently, we have a number of over-occupied houses (eight total) and we hope to take a look at this issue more deeply as CORE conversations continue and the idea of a third-year residency requirement is considered.

The Lehigh University System-Wide Assessment Committee (SWAC) affirms that Lehigh's Committee on the Residential Environment should take a deeper dive into the benefits and drawbacks of a third year residency requirement and the effect this would have on Occupancy in chapter facilities.

See "Occupancy Reports" for additional details on the OFSA website at www.lehigh.edu/ofsa.

D. New Member Education and Hazing

During 2014-2015, OFSA and the Office of Student Conduct and Community Expectations jointly ran seven different investigations into potential violations of the Code of Conduct regarding hazing. This included Alpha Omicron Pi, Alpha Phi, Alpha Tau Omega, Delta Phi, Kappa Alpha Psi, Kappa Alpha Theta, Pi Beta Phi, and Theta Xi. Kappa Alpha Theta accepted responsibility and was placed on probation. Alpha Tau Omega was found responsible and placed on deferred dissolution. Delta Phi was found responsible and dissolved. All other investigations rendered insufficient evidence to charge.

In 2012-2013 Lehigh became one of the founding members of a consortium reviewing campus-based hazing research and prevention strategies. Working with the National Collaborative for Hazing Research and Prevention at the University of Maine, this consortium has set the goal of developing, implementing, and evaluating hazing prevention strategies. The goal of this multi-year project is to develop an evidence-based approach that will support hazing prevention efforts on college campuses in the U.S. and beyond. As part of this consortium, Lehigh continues this work through the Campus Hazing Prevention Coalition charged with making recommendations to change culture at Lehigh with regards to hazing. The committee has been charged with the following responsibilities over a three year period:

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

In the second year of our commitment to the Hazing Prevention Consortium, the local coalition worked on developing and implementing several core hazing prevention strategies. Most notably, a new, comprehensive website was created over the summer of 2015 that centralizes all hazing prevention information and resources. In conjunction with launching the website, an anti-hazing statement was drafted to be signed by multiple campus stakeholders. A revised definition of hazing has been proposed to the Faculty Senate and Board of Trustees. Also, several different models of hazing investigative practices were piloted during the spring 2015 semester through the Office of Student Conduct and Community Expectations. Finally, the local coalition conducted a case study with Greek students using a cultural audit tool developed by OFSA staff. This is part of the obligation to the HPC and will continue in year three with athletes and student organizations.

The Lehigh University System-Wide Assessment Committee (SWAC) reaffirms the efforts of the Campus Hazing Prevention Coalition and the launch of the hazing prevention website and statement.

E. Conduct

During the academic year, there were six 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 unauthorized distribution of alcohol (off campus party).

Four major investigations led to chapters being placed on Disciplinary Dissolution. These included Delta Phi, Phi Kappa Theta, Alpha Tau Omega, and Theta Xi. Delta Phi was later dissolved in February 2015 for a period of five years after being found responsible for a number of charges related to hazing.

1. Alcohol Sanctions

In the 2011-2012 SWAC report, the committee supported the Greek governing councils in combating the use and abuse of hard alcohol. In an effort to augment the work being put in by the Councils, the University enacted the Greek Eligibility Policy, which states the following: "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 third year of the Greek Eligibility Policy, the numbers below were reported by the Office of Student Conduct and Community Standards.

Hard Alcohol Violations: Three students were found responsible for hard alcohol violations and were told that they could not join a fraternity or sorority in 2014-2015 academic year. Two of those students appealed, and one appeal was granted. As a comparison, 17 students were found responsible for hard alcohol violations and were told they could not affiliate in the 2013-2014 academic year.

Serious Offense with Alcohol: Twenty-one students were found responsible for serious offenses with alcohol and were told they could not join a fraternity or sorority in the 2014-2015 academic year. As a comparison, 28 students were found responsible for serious offenses with alcohol and were told they could not affiliate in affiliate in the 2013-2014 academic year.

The committee believes there exists an opportunity to further explore assessment opportunities that link students' perceptions of alcohol use within the Greek system to their interest in joining. The committee would also like to revisit the Greek Eligibility Policy and assess its impact as an effective tool to curb alcohol abuse and misuse. The committee recommends that this be done in consultation with the Office of Student Conduct and Community Standards as well with the Health Advancement and Prevention Strategies Office.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the Greek Eligibility Policy be reviewed to assess its impact as an effective tool to curb alcohol abuse and misuse.

2. Unrecognized Fraternities

The committee has come to learn that some formerly recognized chapters have continued to operate without University recognition, oversight, or approval and are considered unrecognized chapters. Unrecognized chapters are not permitted to use Lehigh University's name or image, reserve University spaces, secure University group housing, or represent themselves as an official part of the University community. This situation concerns us because we do not have confidence that unrecognized chapters operate with the same diligence to promote student growth and development; provide proactive and preventative measures to foster wellness and safety; nor abide by University guidelines with regard to recruitment, new member education, academic support, and other areas vital to the successful management of a chapter. Additionally, unrecognized chapters operate in the absence of reasonable and prudent oversight by the OFSA professional staff and therefore lack resources and support provided to other student organizations.

It is important to alert our campus constituents to the possible concerns and consequences regarding the well-being of students that choose to affiliate with or join an unrecognized fraternity. There exists no meaningful partnership between the University and students, alumni volunteers, and international headquarters staff associated with unrecognized fraternities. These unrecognized fraternities will not receive an invitation to regain University recognition in the near future or in subsequent academic years while they continue to exist in direct violation of University policy.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the OFSA develop a statement regarding unrecognized groups and that this statement be clearly communicated to various stakeholders.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the OFSA consider these groups ineligible during future expansion efforts while they continue to exist without University invitation.

F. Accreditation

The annual Accreditation process is in its 11th year and is one of the key recommendations of the Strengthening Greek Life Task Force. The ratings breakdown for the 30 fraternities and sororities reviewed this academic year included seven gold chapters, 13 silver chapters, and eight bronze chapters. Additionally, two chapters were rated poor.

The nine gold chapters included Alpha Chi Omega, Alpha Gamma Delta, Lambda Theta Alpha, Mu Sigma Upsilon sororities as well as Delta Upsilon, Phi Sigma Kappa, and Psi Upsilon fraternities. The 13 silver chapters included Gamma Phi Beta, Kappa Alpha Theta, Kappa Delta, Pi Beta Phi, and Zeta Tau Alpha sororities as well as Chi Phi, Delta Chi, Kappa Alpha Psi, Kappa Sigma, Phi Delta Theta, Pi Kappa Alpha, Sigma Chi, and Sigma Phi Epsilon fraternities. The eight bronze chapters included Alpha Omicron Pi and Alpha Phi sororities as well as Alpha Phi Alpha, Alpha Tau Omega, Chi Psi, Kappa Alpha, Lambda Sigma Upsilon, and Theta Chi fraternities.

The two poor fraternities included Phi Kappa Theta and Theta Xi fraternities. This is the first poor rating for both chapters since 2011-2012 and 2012-2013 respectively. As defined by the Accreditation Committee and the Task Force for Strengthening Greek Life, a poor chapter is below average and does not meet minimum expectations.

Two new organizations—Alpha Epsilon Pi and Sigma Gamma Rho—were not required to participate in the Accreditation process in order to focus on expansion and chartering. These two organizations will be required to participate beginning in the 2015-2016 academic year.

Revisioning: Knowing that Accreditation has been in place for eleven years and that it has been six years since the last revisions to the process were enacted, SWAC feels strongly that it is time to examine Accreditation in order to ensure that the process remains relevant to student learning. The committee recommends the following questions be considered:

1. Should two out of three Poor ratings result in termination of a chapter?
2. Should “facilities management/residential services” criteria remain part of the Accreditation process or be removed and stand alone as a separate process?
3. Can Accreditation act as an affirmation of the way in which bLUeprint is being integrated into chapter operations, rather than having Accreditation be reframed around the bLUeprint Five Foundations for Student Success?

The Accreditation process was scheduled to undergo a re-visioning in the 2015-2016 academic year and this large-scale effort was delayed for one year due to recent staff transition.

The Lehigh University System-Wide Assessment Committee (SWAC) agrees that Accreditation is ready to be revamped and believes this should be a deliberate process that accounts for the necessary changes to keep the Greek community moving forward.

VII. Recommendations

A. Academics

The Lehigh University System-Wide Assessment Committee (SWAC) recommends reviewing the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate (non-new members) in the spring semester.

B. Recruitment and Intake

The Lehigh University System-Wide Assessment Committee (SWAC) does not recommend Panhellenic extension for 2015-2016, but recommends that this conversation be revisited in coming years.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends that the Panhellenic Council continue moving forward with recent changes to structure.

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