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To: Ian Birky, Interim Vice Provost for Student Affairs  
From: System-Wide Assessment Committee  
Date: October 18, 2016  
Re: SWAC Report 2015-2016

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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 2015-2016 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 for making 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**

- Sharon Basso, Dean of Students and Associate Vice Provost for Student Affairs, Co-Chair
- Allison Gulati, Associate Dean of Students, Co-Chair
- Ash Baudouin, Assistant Dean of Students and Director of Fraternity and Sorority Affairs
- Matthew Bay '16, President of the Interfraternity Council
- Ozzie Breiner, Director of Residential Services
- Margaret Burnett '17, 2016-2017 President of the Panhellenic Council
- Gladys Castellon '17, 2015-2016 President of the Multicultural Greek Council
- Jennifer Cunningham, Assistant Vice President of Alumni Engagement
- Kyle Durics '16, 2016-2017 President of the Interfraternity Council
- David Joseph, Executive Director of Student Auxiliary Services
- Jessica Manno, Director of Assessment, Student Life Curriculum, and Staff Development
- Kristen Mejia '17, 2016-2017 President of the Multicultural Greek Council
- Meg Munley, Research Analyst, Office of Institutional Research
- Rob Sobieski '12, President of the Greek Alumni Council
- Ellen Weich '16, 2015-2016 President of the Panhellenic Council

**VI. Review of the Fraternity and Sorority Community at Lehigh**

**A. Academic Performance**

Grade performance for the fall 2015 and spring 2016 semesters included the following:

**Fall 2015**

All Fraternity GPA: 3.04944  
All Sorority: 3.34738  
All Greek: 3.196

**Spring 2016**

All Fraternity GPA: 3.05789  
All Sorority: 3.33908  
All Greek: 3.19466

Overall, individual chapter and overarching community grade point averages and numerical spreads are approximately the same as in previous years. SWAC also reaffirms that OFSA and Student Affairs leadership need to continue to partner with the Office of the Registrar to collect and report grade performance of chapters. It is critical for us to have this academic information for internal purposes when looking at the health of our overall community.

### **1. Academic Performance of New Members**

Based upon recommendations from previous years, the Committee also reviewed data provided by the Office of Institutional regarding the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate with a fraternity or sorority during the spring semester of their first year.

Data indicates that students who join Greek organizations typically earn a slightly higher GPA in comparison to students that do not affiliate with a fraternity or sorority during the fall semester of their first year. Upon affiliating with a fraternity or sorority, these same students initially earning higher GPAs then experience a decrease in grade performance whereas their unaffiliated counterparts' grade performance remains unchanged. On average, men joining fraternities "fall hardest" and three years of data indicates that the GPAs of fraternity new members falls by some 0.20-0.40 on a 4.0 GPA scale.

Despite an initial decline in grade performance when first affiliating with a fraternity or sorority, these same students ultimately improve and their GPAs bounce back to slightly higher than their unaffiliated peers overtime.

**The Lehigh University System-Wide Assessment Committee recommends further reviewing the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate and teasing this information out by council.**

### **2. Graduate Rates**

The Committee also reviewed data provided by the Office of Institutional regarding the graduate rates of fraternity and sorority members verses unaffiliated students. Overall, undergraduate graduation rates across a six year period fall across the 80<sup>th</sup> percentile; however, membership in a fraternity or sorority is the highest positive predictor of graduation across a six-year period. Data collected since 2001 indicates that fraternity and sorority members' graduation rates fall within the 90<sup>th</sup> percentile or higher (the highest in 2006 at 96.2%). In comparison, unaffiliated students fall within the lower end of the 80<sup>th</sup> percentile. This data is overwhelmingly positive and speaks volumes to the impact fraternity and sorority membership has upon retention. SWAC believes it should be shared broadly as a positive benefit of fraternity and sorority membership.

**The Lehigh University System-Wide Assessment Committee recommends sharing graduation rate data broadly as a positive benefit of fraternity and sorority membership and also teasing this information out by council.**

## **B. Recruitment and Intake**

### **1. Panhellenic Formal Recruitment**

Similar to national trends indicating increased interest in the sorority experience for college women, Panhellenic Formal Recruitment interest numbers for January 2016 were the highest on record since 2000. In total, 359 women registered for Panhellenic Formal Recruitment compared to 343 women in the previous year. Of the 333 potential new members that attended the first round of recruitment, 285 were matched during bid matching and received bids to join a sorority. Of those not receiving a bid, 43 potential new members voluntarily withdrew from the process and five were released. This indicates an 86% retention rate which is considered healthy retention by standards from the National Panhellenic Conference.

Quota during Panhellenic Formal Recruitment was 30 bids per chapter and all organizations met quota. Seven organizations also received quota additions. Overall, the average new member class size totaled 31.56 women alongside an average chapter size of 111 women.

**The Lehigh University System-Wide Assessment Committee does not recommend Panhellenic extension for 2016-2017, but recommends that this conversation be revisited in coming years.**

Previously, a number of changes were implemented to the structure of Panhellenic Formal Recruitment including relocating first rounds to academic lobbies. As a result, the length of recruitment was reduced from a period of five to four days and allowed for significant cost and resource savings. In some instances, it has been difficult to secure the academic spaces needed to accommodate the chapters and potential new members. There is some discussion to reevaluate these changes to ensure that the recruitment process is run as smoothly as possible.

The National Panhellenic Conference (NPC) adopted a policy addressing values-based recruitment in 2015, and it is the expectation of the NPC that the policy be implanted across all campuses because it reflects the combined knowledge and experience of its 26 member organizations. Specifically, this policy calls for the elimination of skits during recruitment. Additionally, the NPC and its Release Figure Method Specialist recommend that Lehigh change its recruitment format to 9-7-5-2 in order to increase overall retention. This would be a shift from the recruitment format of 9-6-4-2 currently in place. SWAC strongly believes that both the values-based recruitment policy and the recommendation to adjust format should not be ignored.

**The Lehigh University System-Wide Assessment Committee recommends that the Panhellenic Council evaluate recent changes to structure and align other practices with those expected by the National Panhellenic Conference.**

## **2. Interfraternity Council Recruitment**

Fraternity Recruitment registration numbers for February 2016 totaled 379 men. Upon first glance, this number appears low in comparison to recent years; however, the registration process opened in late fall. It is believed that this number is more accurate as a result. (In previous years, the registration process opened in August.) Of the 379 men that registered, 360 met the University's and the IFC eligibility requirements. At the conclusion of fraternity recruitment, 379 bids were distributed to 251 men and some men received more than one bid. Additionally, a number of fraternities extended additional

bids to men later during the spring semester. Overall, the Interfraternity Council's membership numbers remain vibrant with average chapter size at 59 men.

The Interfraternity Council is continuously working to improve its recruitment process with further improvements made to the registration process alongside council-mandated requirements for chapters to focus on values-based recruitment and host open events. SWAC believes the IFC should continue to explore opportunities to grow this effort while also balancing realistic expectations of the IFC's jurisdiction. For example, in the past year, the Council attempted to deem recruits ineligible if they failed to attend a kickoff meeting or other open events. Managing recruits' attendance became additional and unnecessary work.

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

**The Lehigh University System-Wide Assessment Committee does not recommend Interfraternity Council expansion for 2016-2017.**

### **3. Culturally-Based Chapter Intake**

Interest in culturally-based chapter intake continues to be consistent with average chapter size holding steady at three members. Intake statistics were relatively low and four of the six established organizations did not take in new members in the 2015-2016 academic year. Kappa Alpha Psi, Lambda Sigma Upsilon, and Mu Sigma Upsilon all also boasted one member each at some instance across the academic year.

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.

Alpha Phi Alpha did not fulfill requirements mandated by the national organization in order to retain their provisional charter despite being granted an extension through December 2016 in order to do so. The national organization revoked the provisional charter and the chapter did not transition to full charter status. The chapter is no longer recognized by the national organization and all privileges associated with such recognition are no longer available to the organization and its members. As a result, the chapter is closed. The group is forbidden to return to campus for a period of seven years as required by the national 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 and rapid expansion. The exception to this is to give consideration to culturally-based organizations not currently represented at the institution and where there is expressed interest from students. If there exists a

culturally-based organization that is a good fit for our community and a critical number of students show interest in this group, SWAC will consider expansion.

**The Lehigh University System-Wide Assessment Committee recommends focusing on solvency of culturally-based organizations while also carefully considering further expansion opportunities of the Multicultural Greek Council where appropriate.**

**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. In September 2015, both Moravian College and Lehigh University entered into a legally-binding agreement in which Moravian College students are able to affiliate with Lehigh University's Kappa Alpha Psi chapter under certain terms and conditions.

In spring 2016, Kappa Alpha Psi conducted intake and welcomed six new members to the chapter. Five members are students from Moravian College, and the sixth member hails from Lehigh University. Both campuses are working in partnership to support the chapter to ensure the undergraduate men meet requirements and expectations held at both campuses. The partnership will be reevaluated on a three-year basis with the potential to extend or dissolve the partnership in May 2018 for an additional three years.

Neither Moravian College nor Lehigh University anticipate additional partnerships involving other culturally-based organizations at this time.

**The Lehigh University System-Wide Assessment Committee affirms the partnership with Moravian College to extend membership in Kappa Alpha Psi to Moravian College undergraduates.**

#### **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:

- a. 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
- b. 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

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

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 recommends further exploring opportunities to incorporate bLUeprint concepts into the pre-recruitment and recruitment processes.**

## **C. Residential Community and Occupancy**

The residential fraternity and sorority community remains healthy. Anticipating significant growth in enrollment across the next 10 years, we suspect that over-occupancy will remain an ongoing challenge and key focus area. See "Occupancy Reports" for specific details on the OFSA website at [www.lehigh.edu/ofsa](http://www.lehigh.edu/ofsa).

### **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 27% over-occupied in 2015-2016. Some chapters cannot fit all members in the facility which results in junior and senior women being forced to live off campus. Kappa Delta joined the residential community in 2014, and yet this did not alleviate challenges with over-occupied facilities (primarily because Kappa Delta recruited founding members after Panhellenic Formal Recruitment).

SWAC continues to discuss the fact that sorority membership numbers are 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 extension or artificially lowering quota. However, SWAC's conclusion continues to be that neither are viable options under current NPC philosophy and practice. Non-residential sorority extension would lead to inequity and severely impact a new colony's ability to compete during Panhellenic Formal Recruitment. Artificially lowering quote would lead to more women being involuntarily released from the recruitment process, and this directly conflicts with the system's goal to place as many women as possible. This issue requires further discussion and is the strongest argument when considering sorority extension.

## **2. Fraternity Occupancy**

Fraternities continue to meet the 90% Occupancy standard with the average chapter being occupied at 95% in 2015-2016 and approximately five chapters being over-occupied. In fall 2015, one chapter failed to reach the 90% occupancy standard (Theta Xi, 63%) for the third consecutive semester, yet resolved the issue in spring 2015. In fall 2015, four chapters (Chi Psi, 81%; Delta Chi, 46%; Kappa Sigma, 83%; and Psi Upsilon, 84%) each received a first-semester warning. In spring 2016, two chapters (Alpha Tau Omega, 86%; and Phi Sigma Kappa, 80%) received a first-semester warning and three chapters (Chi Psi, 85%; Delta Chi, 54%; and Psi Upsilon, 84%) 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.

**The Lehigh University System-Wide Assessment Committee recommends closely monitoring Occupancy and challenges associated with over-occupancy.**

## **3. Non-Residential Fraternity Solvency**

Delta Chi and Phi Delta Theta fraternities transitioned into residential facilities in fall 2015 and now occupy spaces along the Hill. Alpha Epsilon Pi is now the sole non-residential fraternity of the Interfraternity Council. In years past, there was an effort to promote non-residential fraternity expansion; however, with each expansion effort, these groups ultimately transitioned to a residential space within 3-5 years of colonizing when a space became available. This begs the following questions:

*Does non-residential fraternity expansion work?*

*Is the underlying goal of a non-residential fraternity expansion project to gain access to housing if/when a space becomes available?*

*Would transitioning the one remaining non-residential IFC fraternity to a residential space if/when one becomes available close the door to non-residential expansion projects in the future?*

Currently, there is no space available on campus to accommodate Alpha Epsilon Pi despite the fraternity's expressed interest in gaining access to housing. The fraternity has experienced unprecedented growth in educational leadership and Jewish programming, alumni engagement, and interest from potential new members all as a result of its recognition and welcome into the fraternity community. The group now believes that the next step to furthering its fraternal mission—growing as a values-based organization, advancing our Jewish student life initiatives, and integrating with the community—is to transition into a residential fraternity. The Committee recognizes that Alpha Epsilon Pi

is currently isolated within the fraternity community, and recommends further engaging in conversation regarding opportunities for the group to transition to a residential space if/when one becomes available. However, the Committee cannot stress enough that at this time a space does not exist nor do we anticipate a space becoming available in the near future.

**The Lehigh University System-Wide Assessment Committee recommends closely monitoring non-residential fraternity solvency while also advocating for Greek organizations and their ability to gain access to housing if/when space becomes available.**

#### **D. New Member Education and Hazing Prevention**

During 2015-2016, OFSA and the Office of Student Conduct and Community Expectations jointly ran two investigations into potential violations of the Code of Conduct regarding hazing. This included Alpha Omicron Pi and Phi Delta Theta and, in both cases, no action was taken. This was a dramatic decrease from the previous year in which seven hazing-related investigations were conducted.

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 third year of our commitment to the Hazing Prevention Consortium (HPC), the local coalition worked on further developing and implementing several core hazing prevention strategies. Most notably, a comprehensive website was launched in fall 2015 that centralized all hazing prevention information and resources alongside an anti-hazing statement endorsed by multiple campus stakeholders and senior leadership. Additionally, the local coalition continued efforts with its case study with student athletes and club and organization

members using a cultural audit tool as well as adopted the Step Up bystander intervention curriculum.

Now that the local coalition has fulfilled its three-year obligation to the HPC, the local coalition is at a crossroads and must determine how best to move forward to further hazing prevention efforts across campus. SWAC sees great value in the coalition model and strongly recommends that the group continue to convene. SWAC is uncertain that the local coalition must remain members of and contribute additional financial resources to the larger HPC in order to continue this work. Additional conversations with the HPC to understand what a continued relationship looks like and what benefits exist is required before moving forward.

**The Lehigh University System-Wide Assessment Committee reaffirms the efforts of the campus Hazing Prevention Coalition and strongly recommends that the group continue to convene beyond its three-year commitment to the Hazing Prevention Consortium.**

#### **E. Health and Safety**

SWAC reviewed a number of efforts and initiatives currently underway to promote health and safety across the fraternity and sorority community.

##### **1. Social Life, Social Policy, and Pilot Efforts**

The Office of Fraternity and Sorority Affairs staff and affiliated students served on the Social Policy Working Group to evaluate the current social policy and propose policy changes. Additionally, this group also took the lead in piloting new efforts for managing social events with alcohol in fraternity houses in hopes of driving more social activity to on-campus locations opposed to off-campus spaces and private residences. On two separate weekends in spring 2016, fraternities volunteered to host registered social events in their respective chapter facilities while also trying on new policies and procedures. Students were charged with maintaining guests lists, managing the bar area, serving as sober monitors, intervening in concerning situations, and more. Initial efforts yielded positive results and generated great enthusiasm indicating students can both enjoy a vibrant social life and promote healthy and safe atmosphere.

**The Lehigh University System-Wide Assessment Committee affirms pilot efforts and recommends exploring additional opportunities to promote a vibrant social atmosphere that fosters health and safety.**

##### **2. Conduct and Alcohol-Related Violations**

During the academic year, there were eight 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 irresponsible distribution of alcohol and respect for community. Two major investigations led to Kappa Sigma and Phi Kappa Theta being placed on Disciplinary Dissolution.

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.’”

As recommended in the previous year, the OFSA in consultation with the Office of Student Conduct and Community Standards as well with the Health Advancement and Prevention Strategies Office, revisited the Greek Eligibility Policy to assess its impact as an effective tool to curb alcohol abuse and misuse. The consensus was that the policy was ineffective and, in some cases, created problems elsewhere (e.g. potential uptick in underground or “ghost” pledging). As a result, the policy has been overturned and will not be enforced effective fall 2016.

**The Lehigh University System-Wide Assessment Committee affirms the decision to overturn the Greek Eligibility Policy.**

**3. Unrecognized Fraternities/Underground Groups**

As noted last year, SWAC learned that formerly recognized chapters have continued to operate without University recognition, oversight, or approval and are considered unrecognized/underground groups. Unrecognized groups 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 groups 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 groups 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 group. There exists no meaningful partnership between the University and students, alumni volunteers, and international headquarters staff associated with unrecognized groups. These unrecognized groups 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 OFSA staff shared communication detailing the abovementioned concerns with a number of campus constituents and key partners. This included sending letters to all unaffiliated students; all parents of first-year students; and the nine Panhellenic Council sororities present on campus alongside their respective headquarters staff and alumnae volunteers. Messages were also shared via social media and discussed at length with student groups. Additionally, Dean of Students staff spoke via phone with a number first-year students' parents where there was reason to believe their son may have joined an unrecognized group. Other efforts involved the Office of the General Counsel sending cease and desist letters to the national headquarters of a specific unrecognized group using Lehigh's name and likeness on its web content.

**The Lehigh University System-Wide Assessment Committee recommends that the OFSA further disseminate messaging regarding unrecognized groups to various stakeholders.**

**The Lehigh University System-Wide Assessment Committee recommends that the OFSA deem these groups ineligible during future expansion efforts while they continue to operate without University invitation.**

## **F. Inclusion**

SWAC reviewed a number of efforts and initiatives currently underway to foster inclusion across the fraternity and sorority community.

### **1. Gender Inclusive Restrooms**

In collaboration with the Price Center for Sexual Orientation and Gender Diversity and Residential Services, residential fraternities and sororities were given the opportunity to convert single-stall restrooms within their respective facilities into gender-inclusive restrooms. This follows a campus-wide shift that took place in 2015 to convert more than 70 single-stall restrooms in academic buildings and other spaces across lower campus. Currently, sixteen fraternities and sororities have opted to participate in the project and 27 gender-inclusive restrooms now exist within these spaces.

**The Lehigh University System-Wide Assessment Committee commends recent efforts to convert single-stall restrooms into gender inclusive-restrooms and recommends exploring additional opportunities for more fraternities and sororities to participate in the future.**

### **2. Gender Violence and Harassment Training**

Per an agreement with the U.S. Office of Civil Rights, Lehigh University now requires students to participate in Harassment and Gender Violence training. This training was provided by the Office of the General Counsel alongside Gender Violence Education and Support in an effort to strengthen the Lehigh University community and foster an environment that is welcoming, inclusive, and safe for all. Fraternity and sorority members were identified as a target population in the 2015-2016 academic year. In total, 1327 fraternity and sorority members across 32 organizations or 84.1% of affiliated students completed the training. This exceeded the overall participation goal of 75% of affiliated students. Additionally, nearly all chapters exceeded the individual chapter goal with 75% or more members completing the training. Two organizations—Phi Delta Theta (70.6%) and Sigma Chi (73.1%)—did not meet the 75% requirement. Harassment and Gender Violence training will now be offered to fraternities and sororities every two years and in a rotation with a number of other target populations (e.g. athletic teams, graduate students, and student organizations).

**The Lehigh University System-Wide Assessment Committee affirms participation in Gender Violence and Harassment training.**

### **3. Support for Culturally-Based Organizations**

The Committee discussed opportunities to further support the Multicultural Greek Council and culturally-based organizations in an effort to promote a more inclusive

fraternity and sorority community. Namely, the following two items were discussed at length.

**Funding Support for the Multicultural Greek Council:** To further promote self-governance and become more self-reliant, the Multicultural Greek Council submitted a funding request to the Associate Dean of Students to secure additional funds from the Student Life Series. At present, the council relies heavily on co-sponsorships and student opportunity funding to participate in leadership opportunities and community programming efforts and this greatly inhibits the group from fully participating in larger community-wide initiatives.

**The Lehigh University System-Wide Assessment Committee fully endorses the Multicultural Greek Council's funding request and recommends providing ongoing financial assistance so that the group is able to participate fully in the fraternity and sorority experience.**

**Space for Culturally-Based Organizations:** The Committee discussed the potential to dedicate space on campus for culturally-based organizations in the form of plots. The development of plots can be traced to the days of slavery. In the months following the end of the Civil War, confiscated Confederate land was divided into 40-acre plots for homestead development for newly freed slaves. In the modern day, black Greek-letter organizations construct plots to symbolically and physically represent each organization's presence on campus; provide alumni and current members a location for reflection and celebration; and further cultivate a sense of community for culturally-based organizations on the larger campus. Examples of plots can include benches, gardens, stones, structures, and more. Such a project requires much more discussion and additional parties involved. The Committee recommends further gathering research in support of this effort and bringing to the table other key campus partners that would be invaluable in moving along such a project.

**The Lehigh University System-Wide Assessment Committee recommends further exploration and support for the development of plots for culturally-based organizations.**

#### **4. Climate Survey Results**

As part of an agreement with the U.S. Office of Civil Rights (OCR), The Lehigh Survey was administered to the entire Lehigh community of students and employees in Fall 2015 with the purpose of providing a snapshot of the current state of Lehigh's climate. The survey garnered an undergraduate response rate of 37.3% with 1892 students completing the survey. Of this, 32.9% or 622 students identified themselves as fraternity or sorority members. No survey questions were directly related to the perception of the Greek system as it relates to the campus climate; however this became major theme across the qualitative data.

There existed an overwhelming amount of negative comments regarding the fraternity and sorority community, and a quarter of these negative comments were shared by fraternity and sorority members. Specifically, a key theme shared by both students and faculty indicated the following: *The Greek system perceived to associate strongly with discriminatory behaviors.* According to survey data, fraternities and sororities are seen as a toxic source frequently perpetuating racism, homophobia, sexism, and exclusivity.

Affiliated students (10.1%) were more likely to report experience with offensive, hostile, or intimidating conduct that interfered with their ability to work or learn at Lehigh in comparison to unaffiliated students (7.1%). The conduct in question oftentimes involved being the target of derogatory remarks; feeling intimidated/bullied; deliberately ignored or excluded; or others staring. Female students, domestic students of color, and LGBTQ students were more likely than their respective counterparts to report experiencing such conduct as well.

Separately, the senior survey taken by all graduate seniors asks the following question: *How would you describe the influence of sororities and fraternities on the Lehigh community?* Approximately 80% of unaffiliated respondents indicated that fraternity sorority community has negative influence. While affiliated respondents say the opposite, their responses are also slightly decreasing. Across the past decade, the “approval rating” of fraternities and sororities is in a steep downward trend and at an all-time low.

In sharing the results of the survey, the goal is to foster honest dialogue about diversity and inclusion at Lehigh and to identify strategies to improve our campus climate. The survey results showcase a microcosm of larger societal issues on campus that has likely been in existence for some time; however, there has been a lack of consciousness until now. The Committee is extremely concerned by the results of the survey and strongly believes that fostering a culture of inclusion as an essential component of the fraternity and sorority experience is of utmost importance. Work in this area with fraternity and sorority members must be further prioritized in order to improve the campus climate.

**The Lehigh University System-Wide Assessment Committee recommends further exploring survey data and implications for the fraternity and sorority community.**

**The Lehigh University System-Wide Assessment Committee strongly recommends further prioritizing a culture of inclusion as an essential component of the fraternity and sorority experience in order to improve the campus climate.**

## **G. Accreditation**

The annual Accreditation process is in its 12<sup>th</sup> year and is one of the key recommendations of the Strengthening Greek Life Task Force. The ratings breakdown for the 31 fraternities and sororities reviewed this academic year included nine gold chapters, 11 silver chapters, seven bronze chapters, and four poor chapters. Additionally, one chapter was not rated.

The nine gold chapters included Alpha Chi Omega, Pi Beta Phi, Lambda Theta Alpha, Mu Sigma Upsilon, and Sigma Gamma Rho sororities as well as Alpha Epsilon Pi, Alpha Tau Omega, Delta Upsilon, and Phi Sigma Kappa fraternities. The 11 silver chapters included Alpha Gamma Delta, Alpha Omicron Pi, Gamma Phi Beta, Kappa Alpha Theta, Kappa Delta, and Zeta Tau Alpha sororities as well as Delta Chi, Kappa Sigma, Phi Delta Theta, Psi Upsilon, and Sigma Phi Epsilon fraternities. The 7 bronze chapters included Alpha Phi sorority as well as Pi Kappa Alpha, Kappa Alpha, Kappa Alpha Psi, Phi Kappa Theta, Theta Xi and Theta Chi fraternities.

The four poor fraternities included Chi Phi, Chi Psi, Lambda Sigma Upsilon, and Sigma Chi fraternities. 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.

Alpha Phi Alpha participated in Accreditation and the men disclosed during the chapter's presentation that the chapter was under cease and desist. It was later confirmed that the national organization revoked the chapter's provisional charter and that the chapter is no longer recognized by the national organization. As a result of the chapter's closure, the group was not rated through the Accreditation process.

**Re-visioning:** Accreditation has been in place for twelve years, and it has been seven years since the last revisions to the process were enacted. SWAC recommended that the Accreditation process undergo a re-visioning in the 2015-2016 academic year to ensure that the process is relevant in meeting intended outcomes. This large-scale effort was delayed for one year due to staff transition. In the interim, however, a number of small changes were piloted. This included changing the scheduling process and eliminating Facilities Management as a standalone metric. Efforts to revise the Accreditation process are now full steam ahead and planned for the upcoming academic year.

**The Lehigh University System-Wide Assessment Committee affirms the decision to revise the Accreditation process and believes this should be a deliberate process that accounts for the necessary changes to keep the Greek community moving forward.**

#### **H. Alumni Engagement**

The Greek Alumni Council did not host a meeting in the 2015-2016 academic year. A meeting was initially scheduled for the fall semester, later postpone to the spring, and ultimately cancelled due to incredibly low registration numbers (<20 individuals, most of whom were support staff). There have also been a number of leadership and staffing changes across both Development and Alumni Relations, Student Affairs, and the Office of Fraternity and Sorority Affair. As a result, there exists an opportunity to further establish and strengthen partnerships between these key partners to foster Greek alumni engagement in a meaningful and productive way.

**The Lehigh University System-Wide Assessment Committee recommends further establishing and strengthening key partnerships with Development and Alumni Relations and other key partners to foster Greek alumni engagement.**

### **VII. Recommendations**

#### **A. Academic Performance**

The Lehigh University System-Wide Assessment Committee recommends further reviewing the academic impact of students who join Greek organizations (new members) versus their peers who do not affiliate (non-new members) and teasing this information out by council.

The Lehigh University System-Wide Assessment Committee recommends sharing graduation rate data broadly as a positive benefit of fraternity and sorority membership and also teasing this information out by council.

#### **B. Recruitment and Intake**

The Lehigh University System-Wide Assessment Committee 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 recommends that the Panhellenic Council evaluate recent changes to structure and align other practices with those expected by the National Panhellenic Conference.

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

The Lehigh University System-Wide Assessment Committee does not recommend Interfraternity Council expansion for 2016-2017.

The Lehigh University System-Wide Assessment Committee recommends focusing on solvency of culturally-based organizations while also carefully considering further expansion opportunities of the Multicultural Greek Council where appropriate.

The Lehigh University System-Wide Assessment Committee affirms the partnership with Moravian College to extend membership in Kappa Alpha Psi to Moravian College undergraduates.

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

#### **C. Residential Community and Occupancy**

The Lehigh University System-Wide Assessment Committee recommends closely monitoring Occupancy and challenges associated with over-occupancy.

The Lehigh University System-Wide Assessment Committee recommends closely monitoring non-residential fraternity solvency while also advocating for Greek organizations and their ability to gain access to housing if/when space becomes available.

#### **D. New Member Education and Hazing Prevention**

The Lehigh University System-Wide Assessment Committee reaffirms the efforts of the campus Hazing Prevention Coalition and strongly recommends that the group continue to convene beyond its three-year commitment to the Hazing Prevention Consortium.

#### **E. Health and Safety**

The Lehigh University System-Wide Assessment Committee affirms pilot efforts and recommends exploring additional opportunities to promote a vibrant social atmosphere that fosters health and safety.

The Lehigh University System-Wide Assessment Committee affirms the decision to overturn the Greek Eligibility Policy.

The Lehigh University System-Wide Assessment Committee recommends that the OFSA further disseminate messaging regarding unrecognized groups to various stakeholders.

The Lehigh University System-Wide Assessment Committee recommends that the OFSA deem these groups ineligible during future expansion efforts while they continue to operate without University invitation.

#### **F. Inclusion**

The Lehigh University System-Wide Assessment Committee commends recent efforts to convert single-stall restrooms into gender inclusive-restrooms and recommends exploring additional opportunities for more fraternities and sororities to participate in the future.

The Lehigh University System-Wide Assessment Committee affirms participation in Gender Violence and Harassment training.

The Lehigh University System-Wide Assessment Committee fully endorses the Multicultural Greek Council's funding request and recommends providing ongoing financial assistance so that the group is able to participate fully in the fraternity and sorority experience.

The Lehigh University System-Wide Assessment Committee recommends further exploring and supporting the development of plots for culturally-based organizations.

The Lehigh University System-Wide Assessment Committee recommends further exploring survey data and implications for the fraternity and sorority community.

The Lehigh University System-Wide Assessment Committee strongly recommends further prioritizing a culture of inclusion as an essential component of the fraternity and sorority experience in order to improve the campus climate.

#### **G. Accreditation**

The Lehigh University System-Wide Assessment Committee affirms the decision to revise the Accreditation process and believes this should be a deliberate process that accounts for the necessary changes to keep the Greek community moving forward.

#### **H. Alumni Engagement**

The Lehigh University System-Wide Assessment Committee recommends further establishing and strengthening key partnerships with Development and Alumni Relations and other key partners to foster Greek alumni engagement.