

To: John Smeaton, Vice Provost for Student Affairs

From: System-Wide Assessment Committee

Date: 8/1/14

SWAC Report 2013-2014

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I. Committee Charge:

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

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

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

II. Committee Membership:

Allison Gulati, Associate Dean of Students, Co-Chair

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

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

Ozzie Breiner, Director, Office of Residential Services

Ryan Newcomer '15, President, Interfraternity Council

Riley Barry '15, President, Panhellenic Council

Morgan Fletcher '15, Representative, Multi-Cultural Greek Council

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

III. Introduction:

As stated above, the System-Wide Assessment Report is an annual examination of the overall fraternity and sorority community at Lehigh University. This report spans a period that covers the 2013 – 2014 academic year.

IV. Greek Community Status

A. Academics

For the fall 2013 semester, the All Fraternity GPA was 3.037 and the All Sorority GPA was 3.323. The All Greek GPA was 3.173.

For the spring 2014 semester the All Fraternity GPA was 3.061 and the All Sorority GPA was 3.332. The All Greek GPA was 3.183.

Overall, the chapter and Greek community's grade point averages and numerical spread are approximately the same as previous years. One area that OFSA is currently not assessing is the Lehigh retention of individual Greek chapter members as well as overall graduation rates of chapters. This is something the committee would like to see OFSA work on with the Office of Institutional Research. Institutional Research has anticipated that by the summer of 2015, a retention report would be available as an addition to the OFSA website.

SWAC also reaffirms that OFSA and Student Affairs leadership need to continue to talk to Registrar's office 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 usage of both Greek retention rates as well as the All-Campus Academic metrics.

B. Recruitment

i. Panhellenic Recruitment:

Spring 2014 Panhellenic Recruitment numbers were the lowest in over a decade, with 272 women registering for the Panhellenic Recruitment process. This number was down from spring 2013 registration numbers of 317. While initially cause for concern, this number is mitigated by

the fact that 55 women were members of the initial Kappa Delta colonization in the fall 2013 semester. This is the first time that Lehigh has commenced a Panhellenic colonization in the fall semester. The reasoning for this departure was due to the need to allow Kappa Delta to prepare for a fall 2014 move into Hill House (the former Delta Gamma facility), as well as to allow for a ninth chapter to be part of the Panhellenic recruitment process in spring 2014. As of right now, it is far too early to predict that this is any sort of trend in terms of Panhellenic recruitment, and SWAC will continue to monitor the situation in upcoming years.

During 2013-14, Kappa Delta grew to 84, including a new member class of 32. The chapter participated in a hybrid version of Accreditation that allowed the organization to discuss lessons learned during their first year at Lehigh. Per the Accreditation Committee: “The committee is excited that Kappa Delta has had such a solid foundational year. The chapter has come together since their foundation and initial recruitment. Kappa Delta has quickly taken the lead in terms of understanding inclusion within the community, as well as how to best work with an advisory team. The committee is excited for the chapter’s first year as a residential organization, and believes that Kappa Delta has a strong future at Lehigh.”

The Lehigh University System-Wide Assessment Committee (SWAC) does not recommend Panhellenic Extension for 2014-15, as Kappa Delta’s growth and stabilization is imperative.

Inter-Fraternity Council Recruitment:

Interest in fraternity recruitment in spring 2013 was also down, with 392 active potential members and 354 bids accepted. Again, SWAC feels that it is too early to predict any sort of trend within the Lehigh community in terms of a recruitment downturn. There are several factors that immediately play into the spring 2013 numbers including a) better registration and record keeping due to the Interfraternity Council utilizing the Interactive Collegiate Solutions (ICS) registration system, mandating all men to register for recruitment prior to the bid selection process b) a larger men’s recruitment in the fall semester that potentially pulled sophomores away from spring recruitment and c) reduced interest as compared to the colonization of Phi Delta Theta a year earlier. Average fraternity chapter size and total Interfraternity Council membership numbers are still vibrant. The committee will revisit this in the 2014-15 report.

ii. Expansion of a Historically Jewish Fraternity:

For committee consideration in 2012-13, SWAC was provided with a document, entitled “**A Proposal for the Establishment of a Jewish Fraternity at Lehigh.**” This document, authored by Rabbi Seth Goren, past Director of Jewish Student Life and Associate Chaplain; Dr. Roger Simon, Professor of History and Rev. Dr. Lloyd Steffen, Professor of Religion Studies and University Chaplain, was a proposal for the addition of a historically Jewish Fraternity. Originally slated to occur in the fall 2013 semester, SWAC made the decision to delay expansion for one year, due to the departure of Rabbi Goren from Lehigh. With a new Rabbi prepared to begin at Lehigh in the fall semester, SWAC reaffirms the timeline on expansion should be for chapter presentations in the fall 2014 semester for non-residential chapter status, with a tentative colonization timeline of post-men’s recruitment in the spring 2015 semester. It should be noted

as with previous non-residential expansion efforts, there is no promise of, or timeline for, a non-residential chapter to become residential.

The Lehigh University System-Wide Assessment Committee (SWAC) recommends continued support for Jewish Fraternity expansion for 2014-15, as the sole Interfraternity Council Expansion opportunity.

iii. Culturally-Based Chapter Intake:

Interest in culturally based chapter intake continues to be consistent, with average chapter membership holding steady between four and five members per organization. Mu Sigma Upsilon recolonized after going inactive for a semester due to lack of membership and Alpha Phi Alpha worked through organizational requirements that their graduate chapter and national organization felt needed to be worked out. The challenges of culturally based chapters continue to remain the same, which is organizational solvency and overly burdened chapter members. These challenges continue to be indicative of organizations that are smaller in size, and continue to feel the weight of wanting to make an impact both at Lehigh and in the regional and national scope of their respective organizations.

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

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

Additionally, in the past, SWAC has been supportive of the idea of City-Wide or Metro Charters, which allow culturally based organizations to share charters between 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 discussions regarding such a partnership, beginning with Kappa Alpha Psi fraternity. SWAC remains supportive of this, as a pilot opportunity.

The Lehigh University System-Wide Assessment Committee (SWAC) affirms that Lehigh should pursue piloting a city-wide charter with Moravian College for our local Kappa Alpha Psi chapter.

iv. General Recruitment Issues:

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. As discussed in as part of the *Residential Living Appreciate Inquiry Progress Report*:

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

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

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

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

organizations/determining “fit” when making selections and accepting invitations to join a fraternity or sorority.

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

The Lehigh University System-Wide Assessment Committee (SWAC) recommends a more focused assessment of the recruitment processes, in order to ensure that the values expected from the fraternity and sorority community are being properly communicated to interested students.

C. Occupancy:

i. Sororities:

All sorority chapters continue to be in good standing regarding occupancy. They have the opposite problem of over-occupied facilities as compared to the challenges some fraternities have to reach and maintain minimum occupancy requirements. Sororities continue to face a considerable challenge with the average chapter being 38% over-occupied in 2013-2014. Chapters cannot fit all members in a facility which results in junior and senior women living off campus. The addition of Kappa Delta will 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 right now and has, in the past, tried to consider some options such as non-residential sororities and artificially lowering quota. However, SWAC’s conclusion continues to be that neither are viable options under current NPC philosophy and practice. This issue needs to continue to be discussed as the University continues to move forward with the University Master Plan. As discussed in the previous SWAC reports, building another residence hall could help to alleviate the issue, as a potential on-campus housing opportunity for displaced upper class students.

ii: Fraternities:

In 2013-14, one chapter had their final failure to reach the 90% occupancy standard (Theta Xi, 47%). One chapter had their second failure (Chi Psi, 74%). The alumni leadership groups of both chapters have been notified of the occupancy issues and the consequences for failure to resolve these problems. Theta Xi was continuing to recruit in the fall and spring semester as they recover from serious Code of Conduct sanctions, and Chi Psi is examining a contract that all members would sign locking them in to the chapter facility through their third year. Five additional chapters all received a first Occupancy warning. Currently, we have a number of over-

occupied houses (and we hope that this is something that the CORE process will look at more deeply). This is an issue that a third year housing requirement could resolve.

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 report for at www.lehigh.edu/ofsa for further details

D. New Member Education:

During 2013-14, OFSA and the Office of Student Conduct and Community Expectations jointly ran six different investigations into potential violations of University Hazing Policy. Pi Kappa Alpha, Zeta Tau Alpha, Gamma Phi Beta, Delta Phi, Phi Sigma Kappa, Alpha Gamma Delta, Pi Beta Phi and Alpha Omega Epsilon (women's business sorority, not affiliated with Panhellenic).

In 2012-13 Lehigh became one of the ten founding members of a consortium reviewing campus-based hazing research and prevention strategies. This consortium, working with The National Collaborative for Hazing Research and Prevention at the University of Maine has set the goal of developing, implementing, and evaluating national hazing prevention strategies. The goal of this multi-year project is to develop an evidence-based approach 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 Committee; a faculty, staff, student committee charged with making recommendations on changing hazing culture at Lehigh. The committee has been charged with the following responsibilities over a three year period:

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

The committee spent the spring 2013 semester conducting an analysis of campus cultural risk and protective Factors that contribute to and inhibit hazing at Lehigh. Working with the National

Consortium, a behavioral assessment of hazing was conducted in the fall 2013 semester. This assessment was created by the University of Maine, and augments the perceptions survey conducted by OFSA in the spring 2012 semester. Additional assessment took place in the form of faculty, staff and student focus groups in November 2013. The committee is using this qualitative and quantitative assessments to make recommendations on ways to continue to change hazing culture at Lehigh. SWAC remains supportive of the outcomes and strategies utilized by the hazing committee.

E. Conduct

During the academic year, there were 18 conduct cases that led to chapters being placed on disciplinary probation for a period of time. The vast majority of these cases were due to unregistered parties and the irresponsible distribution of alcohol.

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

i. Support of Hard Alcohol Sanctions:

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

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

Hard Alcohol Violations:

17 students had hard alcohol violations (non-serious) and were told that they could not affiliate in spring 2014. Four of those students appealed, and one appeal was granted. As a comparison, 22 students had hard alcohol violations (non-serious) and were told that they could not affiliate in spring 2013. Nine of those students appealed, and two appeals were granted.

Serious Offense With Alcohol:

28 students had serious offenses with alcohol and were told they could not affiliate in spring 2014. As a comparison, 17 students had serious offenses with alcohol and were told they could not affiliate in spring 2013.

F. Accreditation:

Accreditation 2013-14 saw the second consecutive year that a chapter lost recognition for failure to meet the standards that come with the process. Lambda Chi Alpha was assigned the rating of Unacceptable, which led to the immediate loss of recognition for the organization. This is only the second time that a chapter has been assigned Unacceptable, and the fourth time a group has lost recognition for. Coming off of the loss of Phi Gamma Delta after 2012-13, SWAC felt it important to analyze the rate that organizations have been assigned specific ratings over the decade that Accreditation has been part of Greek Life at Lehigh.

Throughout the two Accreditation processes and ten full years of ratings, Accreditation Committees have reviewed 290 different chapter presentations. Of those 290 presentations, two chapters have received two consecutive Poor ratings and two chapters have received an Unacceptable rating. Essentially less than 1.5% of Accreditation ratings have resulted in the loss of a chapter. In that same 10 year period 23% of chapter presentations resulted in a Gold rating (67), 44% resulted in a Silver rating (128), 25% resulted in a Bronze rating (58) and 10% resulted in an initial Poor rating (29). Of the 29 initial Poor ratings, ten occurred in the initial year of Accreditation, with only 19 occurring in the nine years since.

In 2013-14 OFSA and OSLD moved forward with a comprehensive Accreditation Liaison program, as part of the bLUeprint program. The program was an opt-in option for the chapters, and consisted of six monthly meetings with the entire chapter and the Accreditation Liaisons. Liaisons consisted of faculty/staff advisors, or trained volunteers.

Knowing that Accreditation has been in place for ten years, and that it has been five 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, as well as the current context and environment of Lehigh's Greek community and overall campus climate. Areas that SWAC recommends are looked at include (but are not limited to):

- Should two out of three Poor ratings result in termination of a chapter?
- Should "facilities management/residential services" criteria remain part of the Accreditation process or be removed and stand alone as a separate process
- 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 Learning?

2013-2014 Accreditation Results

Fraternities:

Gold: 1

Silver: 15

Bronze: 3

Poor: 1

Unacceptable: 1

Sororities:

Gold: 5
Silver: 4
Bronze: 1
Poor: 0
Unacceptable: 0

Note: Kappa Delta was unrated, as the chapter has not had a full year in operation at the time of Accreditation

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. SWAC believes a group needs to be charged to work on this process, and report back.

V. SWAC Recommendations:

A. Academics

- **The Lehigh University System-Wide Assessment Committee (SWAC) recommends reviewing usage of both Greek retention rates as well as the All-Campus Academic metrics.**

B. Recruitment

- **The Lehigh University System-Wide Assessment Committee (SWAC) recommends a more focused assessment of the recruitment processes, in order to ensure that the values expected from the fraternity and sorority community are being properly communicated to interested students.**

C. Occupancy

- **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.**

D. Conduct

- **The Lehigh University System-Wide Assessment Committee (SWAC) affirms that Lehigh's Committee on the Residential Environment should examine the current social policy and the effect that policy changes could have on the Greek community.**

E. Accreditation

- **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. SWAC believes a group needs to be charged to work on this process, and report back.**

F. Expansion

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

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

- **The Lehigh University System-Wide Assessment Committee (SWAC) recommends continued support for Jewish Fraternity expansion for 2014-15, as the sole Interfraternity Council Expansion opportunity.**

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

- **The Lehigh University System-Wide Assessment Committee (SWAC) recommends support for expansion of the multicultural Greek Council to support National Pan-Hellenic Conference (NPHC) women's organizations.**
- **The Lehigh University System-Wide Assessment Committee (SWAC) affirms that Lehigh should pursue piloting a city-wide charter with Moravian College for our local Kappa Alpha Psi chapter.**

3. National Panhellenic Conference (NPC) community:

- **The Lehigh University System-Wide Assessment Committee (SWAC) does not recommend Panhellenic Extension for 2014-15, as Kappa Delta's growth and stabilization is imperative.**