

# System-Wide Assessment Report Spring, 2006

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

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

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

On September 9, 2005, Vice Provost John Smeaton provided the official charge to this committee consistent with the above description. The committee was instructed to utilize a full range of resources including but not limited to: accreditation reports, annual reports of the Office of Fraternity and Sorority Affairs, a review of national trends and innovations in Greek life, insights and perspectives of members of the Lehigh community, as well as input from the executive leadership of affiliated chapters.

To accomplish this task, the System-Wide Assessment Committee began meeting in early Fall 2005 to develop this thorough, candid evaluation of the current state of Greek life at Lehigh.

## **II. Committee Membership**

Sharon Basso, Dean of Students, co-chair  
Tom Dubreuil, Associate Dean of Students, co-chair  
Tim Wilkinson, Assistant Dean of Students, Office of Fraternity and Sorority Affairs  
Ozzie Breiner, Director of Residential Services  
Matt Diana, President '06, Interfraternity Council, Delta Tau Delta  
Meredith Anderson '06, President, Panhellenic Council, Alpha Gamma Delta  
Joe King, '61, President Greek Alumni Council, Sigma Chi  
Kathy Duggan Trimble '87, Kappa Alpha Theta  
Steve Devlin, Vice Provost for Institutional Research, ex officio

## **III. Executive Summary**

Summarized conclusions and recommendations for the key recommendations offered by the System-Wide Assessment Committee:

1. The completed aspirational vision statement created by a committee of students, staff and alumni needs to be emphasized by all those involved in Greek life and individual chapters should revisit their unique vision statements created last year.
2. Attention should be given to the task force recommendation that a program be developed that teaches essential life skills such as leadership, personal choices, community responsibility and ethical decision making.
3. The committee is seeing positive indicators as to the direction of Greek life at Lehigh therefore we see no need to explore the possibility of moving towards sophomore recruitment.
4. Four new Greek Life Coordinators were hired in spring 2004 and the impact of these positions has been extremely noticeable and overwhelmingly positive.
5. It is now clear that the University as landlord is responsible for maintaining the facilities' overall physical integrity and functioning. Included in the

- implementation of this recommendation was the shifting of PLA accounts to P & E accounts (programming and education) in which money that was formerly used by chapters for house maintenance will now be used for educational purposes such as programs and scholarships.
6. The recommendation that chapters should meet a 90% occupancy level will have a dramatic effect primarily on fraternities. Several chapters are struggling to meet the standard and it will be critical for these groups to have a successful spring rush or in some cases insure that sufficient numbers of their members live in the chapter house instead of off campus locations, in order to avoid failing occupancy for a third consecutive semester.
  7. The sororities do not have concerns with meeting a 90% occupancy level. They face the issue that they are not able to fit all of their members in their houses. Housing equity continues to be an issue that calls for additional attention and discussion.
  8. The recommendation that clearly defined cleaning standards be developed and weekly cleaning inspections occur has been fully implemented and has had an immediate positive impact on the system and the maintenance of Greek houses.
  9. Formal spring recruitment for both fraternities and sororities should continue. IFC and Panhellenic need to remain diligent about not allowing chapters to host individual rush events targeting first-year students in the fall semesters.
  10. Officer cycles that coincide with the academic year should continue. The Office of Fraternity and Sorority Affairs, in conjunction with the Office of Student Leadership Development, should focus efforts on working with presidents to delegate work to their appropriate executive board members and other chapter members.
  11. Beginning in the spring 2006, all new members will attend a new member education module on accreditation. By assuring that all Greek members have a good knowledge of the accreditation process, chapter's officers will potentially get support and assistance from general members.
  12. Second semester recruitment should continue, with attention to insuring that first-year students remain focused on transition to college issues during their first semester.
  13. New member education should not extend beyond the current six-week period.
  14. The Office of Fraternity and Sorority Affairs should explore expansion possibilities in consultation with the National Panhellenic Council (NPC). Additionally, the Office of Fraternity and Sorority Affairs work with the NPC to develop a long-range sorority expansion plan with attention to housing issues,

maintaining manageable chapter sizes and programming for sisters not able to live in the house.

15. Given both the current number of vacancies in fraternity housing as well as the overall fraternity performance in the accreditation process last year, Lehigh should not accept any applications for residential or non-residential social fraternities at this time.
16. The Office of Fraternity and Sorority Affairs should begin immediate work with the University Committee on Greek Expansion to outline the process for selection of new multicultural sorority(s) and/or fraternity(s) given the knowledge that we have a population of students on campus whose needs are not being served. Most multicultural Greek organizations are non-residential in nature, usually have a large alumni involvement and appear to be in line with the stated values of our Greek system,

#### **IV. Greek System Status**

##### **A. Accreditation**

As part of the Strengthening Greek Life Task Force Report, it was the recommendation that if we are truly going to have a strong Greek system at Lehigh, “we need to have aspirational values-based standards as well as a recognition and rewards system for chapters that are successful. Such a values based system would also complement inter/national organization standards.”

In February 2005, two fraternities and two sororities participated in a pilot Greek Accreditation Process that was open for all chapters to observe and included participation from almost all of the Greek Accreditation Committee members. The pilot program provided good feedback and ideas to all chapters who participated or observed and assisted in making sure the process was positive and efficient.

In late April 2005 all fraternities and sororities participated in the inaugural Greek Accreditation Process. The committee had full participation from Greek alumni, Greek students and University staff. In preparation for their presentation to the accreditation committee, chapters submitted a portfolio approximately two weeks ahead of time which was provided to committee members for review. At their scheduled presentation time, chapters had 40 minutes for their presentation, followed by 20 minutes of questions and comments from the accreditation committee. The committee then deliberated in private for 30 minutes discussing feedback, recommendations and assigning initial accreditation levels for all five categories as well as an overall rating.

After students' course grades for the spring 2005 semester were released in May 2005, the committee met again to discuss and assign final accreditation

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

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

Accreditation results and Best Practices can be found at:  
<http://www.lehigh.edu/~indost/greek/accreditation/index.html>

### 1. Scholarship

Similar to past years, for the spring 2005 semester, the all-Greek GPA of 3.06 was incredibly close to the all-undergraduate GPA of 3.09. The all-fraternity GPA (2.93) was close to the all-men's GPA (2.98) and the all-sorority GPA (3.23) was close to the all-women's GPA (3.27). Eleven of 22 fraternities were above the all-men's average while 4 of the 9 sororities were above the all-women's average.

For the fall 2005 semester, the all-Greek GPA of 3.07 was virtually the same as the all-undergraduate GPA of 3.09. The all-fraternity GPA (2.93) was close to the all-men's GPA (2.97) and the all-sorority GPA (3.26) was actually the same as the all-women's GPA (3.26). Nine of 21 fraternities were above the all-men's average while 6 of the 8 sororities were above the all-women's average.

<b>COMPARISON OF ALL-MEN'S, ALL-WOMEN'S FRATERNITY &amp; SORORITY AVERAGES and ALL GREEKS</b>								
	2002		2003		2004		2005	
	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall
ALL MEN	2.88	2.84	2.91	2.90	2.98	2.96	2.98	<b>2.97</b>
ALL FRATERNITY	2.82	2.79	2.86	2.86	2.94	2.94	2.93	<b>2.93</b>
ALL WOMEN	3.20	3.18	3.22	3.21	3.24	3.25	3.27	<b>3.26</b>
ALL SORORITY	3.21	3.25	3.21	3.27	3.23	3.28	3.23	<b>3.26</b>
ALL GREEK	2.99	2.99	3.01	3.04	3.07	3.09	3.06	<b>3.07</b>
ALL UNDERGRADUATE	3.01	2.98	2.95	3.00	2.99	3.08	3.09	<b>3.09</b>

The chapters that took active steps to create a group culture that values academic achievement fared the best in this category. Those chapters had thoughtful and strategic academic goals which they embraced and implemented. Additionally, they had a reward program in place to recognize academic achievement and improvement by their members. Looking beyond the measurement of academic success based solely on GPA, the

accreditation committee placed emphasis on three areas in the scholarship section: utilizing campus resources, engaging faculty, and meeting the needs of all members, not just new member.

The committee made recommendations to several chapters that they should better utilize campus resources in their formulation of chapter scholarship plans. Specifically, it was recommended that chapters work with the Office of Academic Support for assistance in establishing an effective scholarship plan and supporting chapter members in their efforts to be successful.

The accreditation committee also recommended that chapters focus on the engagement of faculty members. It was evident that throughout the system, many fraternities and sororities invited faculty members to their chapter houses for dinner but did not do any actual and intentional programming or have any intellectually based discussions. Others found it to be very challenging to convince faculty members to participate in programs with the Greek chapters. The committee wants to see more engagement with faculty members on a deeper level to foster learning outside of the classroom. To that end, Dr. Carl Moses, Deputy Provost for Academic Affairs, has been added to the Greek Partnership Council to assist in the efforts to attract and engage more faculty in Greek life.

Finally, the committee stressed that chapters focus on an effective scholarship plan/program for all members, not simply for new members. Almost every chapter stated that they had scholarship programs for new members but very few addressed how they dealt with and assisted upper-class members in the area of scholarship. While it is great that new members are getting a significant amount of time and attention, the concern was that upperclass students have other concerns with scholarship and academics and very few chapters have plans in place to assist those students or meet their needs.

Chapter Grade Point Averages can be found at:

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

## 2. Leadership

In the category of leadership, the committee addressed two specific areas on which they wanted Greek chapters to focus: engaging all of the members as leaders and taking advantage of available resources in the area of leadership.

The committee wanted chapters to work on engaging and involving all of their members as leaders. Far too often the “leadership” of the house was limited to only a handful of members, generally the executive board. This often meant that in the majority of the chapters, members were not involved in the day-to-day running of the chapter. By sharing leadership responsibilities, more members will be invested in the chapter and will work

towards creating the best chapter possible. Thinking more broadly, fraternities and sororities are leadership laboratories and all members can benefit greatly from active participation in their chapters.

The committee also strongly recommended to many chapters that they take advantage of the resources available to them in developing a strong leadership program. Specifically, the committee recommended that chapters connect with the Office of Student Leadership Development for assistance.

As a direct result of the accreditation process, the decision was made to reallocate University resources to better meet the needs of the Greek system in the area of leadership development and training. Over the summer, a Greek Life Coordinator position was restructured to serve as a Greek Life Leadership Coordinator. This new leadership coordinator works out of the Office of Student Leadership Development and focuses on the assessment and development of leadership programs for fraternities and sororities.

### 3. Citizenship

One of the main points of emphasis in the citizenship area is on community service and philanthropy. The accreditation committee was clearly impressed with the large amount of service and philanthropy work that Greek chapters are doing at Lehigh. Chapters were encouraged to continue efforts in these areas, focusing on involving as many members as possible; identifying their national organization's charity and working to support it; and stressing active participation in service events and not just making financial contributions from their FMA accounts.

Citizenship also examines the area of student and chapter conduct. In examining the last two years of Greek conduct history, it appears that chapter behavior has not changed a great deal. Approximately the same number of chapters received a sanction of disciplinary probation in 2003-2004 and 2004-2005. The numbers from the fall semester are pointing to the same trend for this academic year. What has seemed to change is that more chapters are taking responsibility for their actions compared to past years. While the actions and activities that end up putting the chapters on probation have not changed, it is positive that more groups are acknowledging their mistakes and hopefully, trying to learn from them.

See appendix A for chapters' conduct history.

### 4. Partnership

While some chapters did extremely well in the partnership area of accreditation, some struggled specifically, in regard to alumni involvement. The challenge for chapters, which also falls to alumni, is in redefining the

role of alumni. What used to be the role of fundraisers and caretakers for the physical house has now evolved to caretakers for the chapter and mentors for the members. Some chapters have made this shift with great success and the committee recommended chapters take a look at what others are doing to be successful in this area. To be certain, partnership is an area that needs ongoing attention by students and alumni alike.

The other aspect of partnership that was characterized by varying degrees of success is the chapter's demonstrated ability in partnering with other student groups and organizations on campus. By connecting and partnering with other groups, Greek life can become an even more integral part of campus life and chapters could possibly see great returns for their efforts in recruitment results.

#### 5. Stewardship

The vast majority of chapters did very well in the stewardship section, which focused primarily on the day-to-day functioning of the chapter, including but not limited to budget work, maintaining life safety standards and participation in Greek Week and intramurals. One recommendation coming out of the first accreditation process is that this section be "enhanced." For the future, this area will examine how the chapter keeps the "fraternity" or "sorority" in the broadest sense of the term, in focus. Questions that will be included in the stewardship category in the future are: Does the chapter participate in national and regional conventions? Do members bring information back to the chapter for consideration? Are rituals followed and are the positive traditions and history honored appropriately?

#### 6. Assessment of Accreditation Process

Overall, the majority of those participating in the accreditation process found it to be a great success. It proved to be a very useful tool in assisting chapters to identify strengths and weaknesses and provided a framework for chapters to do some strategic planning at the beginning of the academic year.

Although there were some alumni and students that had negative reactions and did not agree with their chapter's accreditation results, the majority took great time and effort to examine the report from the accreditation committee and ask clarifying questions. Many chapters welcomed the constructive feedback and used their report as a starting point to set goals for the 2005-06 year.

Areas identified for improvement in the next accreditation process are timing of the release of the reports, scheduling of the presentations, best practices lists, more specific recommendations when possible, and better communication with alumni. The area of communication has already seen vast improvement thanks to the new practice of monthly reports being sent



by the GLCs to individual chapter alumni as well as to Greek Alumni Council liaisons. Additionally, mid-year accreditation evaluations have recently been sent to Greek alumni as well as chapter presidents by their respective GLCs. These reports are helpful in providing chapters with a sense of how they are doing so far and will assist them on where they need to focus their efforts during the spring semester.

Last year being the first year of accreditation, the reports were reviewed in great detail and the process was very thorough. Looking towards the future, the goal is to release the reports shortly after spring term grades are released, by the end of May. This will provide each chapter with time over the summer to plan for success.

The scheduling of the accreditation presentations has already been completed, and we have addressed the concerns of the Panhellenic Council who expressed that sororities did not have any opportunity to do their presentations on a weekend, creating conflicts with class schedules. This year, the majority of sorority presentations will be on a Sunday with only two occurring on a weekday.

Last year, there were some concerns that what was a best practice for some chapters was not considered a best practice for others. Although clearly a challenge due to the large amount of information being reviewed, the issue should be resolved in the next accreditation process through new administrative processes and procedures utilizing digital recording and transcription technology.

Additionally, there were some concerns that the recommendations from the committee were not always specific enough. While it will sometimes be the case that recommendations will not spell out exactly what the chapter should do to improve, the committee will continue to make a concerted effort to provide as much guidance as possible and provide follow-up when chapters raise questions after the release of the reports. The Greek Life Coordinators will continue to be a critical resource for clarification for their chapters.

## **B. Occupancy**

### Current Occupancy

In accordance with the Strengthening Greek Life Task Force, the fall 2005 semester was the first semester that the 90% occupancy standard was in place. This 90% standard was recommended by the Strengthening Greek Life Task Force which had representation from alumni, actives and administration. It was subsequently approved by the Board of Trustees and

adopted. In an effort to make the 90% standard an attainable goal and to improve the quality of living in the facilities, the capacity of some houses was adjusted to ensure at least eight single rooms could exist in every house. This was also done in an effort to attract more seniors to live in the house where they can provide much needed leadership. The creation of these singles decreased the total capacity of the Greek housing system by 132 beds.

### Occupancy Policy

Greek chapters are expected to meet a 90% occupancy standard. Chapters that fail to meet the 90% occupancy standard for three consecutive semesters will be given a grace period opportunity during the third semester to recruit more live-in members before the beginning of the following semester (fall or spring). If the organization can demonstrate by the Friday of the 10<sup>th</sup> week of classes that they have either taken new members and/or will have any off-campus members move back into the house and will be able to meet the 90% occupancy threshold, plus have at least one additional member above the 90% mark committed to living in the facility for the following semester, they will be permitted to remain in the residential facility. If, however, due to attrition between semesters (students withdraw, academically dropped, etc.) the organization does not have the 90% required live-in members two weeks before the first day of classes of the following semester, they will not be permitted to move into the residential group housing facility and will lose their group housing privileges.

The Occupancy Policy can be found at:

[http://www.lehigh.edu/~indost/greek/cleaning\\_policy.html](http://www.lehigh.edu/~indost/greek/cleaning_policy.html)

### Fall 2005 Occupancy

#### Fraternities

Eleven fraternities fell below the 90% occupancy standard for the fall 2005 semester. They are:

- Alpha Chi Rho 61%
- Alpha Tau Omega 83%
- Beta Theta Pi 43%
- Delta Sigma Phi 82%
- Delta Tau Delta 83%
- Delta Upsilon 53%
- Kappa Alpha 63%
- Kappa Sigma 67%
- Lambda Chi Alpha 82%
- Sigma Alpha Mu 85%
- Theta Xi 83%

#### Sororities

All eight sororities achieved above a 90% occupancy rate for the fall 2005 semester. Seven of the eight sororities had occupancy over 100%, with Kappa Alpha Theta achieving 95%, well above the 90% minimum. Sororities are faced with a very different challenge than the fraternities in the area of occupancy. While not a new issue, due to the large number of new member classes as well as the chapters "total" size as prescribed by National Panhellenic guidelines, most chapters will need to have almost all seniors and a large percentage of juniors move out of the house.

### **Spring 2006 Occupancy**

#### Fraternities

Eleven fraternities fell below the 90% standard for the spring 2006 semester. For 9 of these 11 chapters, this is their second consecutive semester below the standard.

The two chapters that failed to meet the occupancy standard for the first time this spring 2006 are:

- Delta Phi 86%
- Phi Sigma Kappa 85%

The reasons for the drop in occupancy in these two chapters include: academic dismissal, students not returning for spring semester and resignation from the fraternity.

The two chapters that failed occupancy in the fall 2005 that met the occupancy standard in the spring 2006 semester are:

- Delta Tau Delta 97%
- Sigma Alpha Mu 91%

Nine of the 11 that fell below the standard for the second consecutive semester this spring 2006 are:

- Alpha Chi Rho 55%
- Alpha Tau Omega 80%
- Beta Theta Pi 34%
- Delta Sigma Phi 73%
- Delta Upsilon 53%
- Kappa Alpha 87%
- Kappa Sigma 74%
- Lambda Chi Alpha 85%
- Theta Xi 83%

It will be critical for these groups to have a successful spring rush or in some cases insure that sufficient numbers of their members live in the

chapter house instead of off campus locations, in order to avoid failing occupancy for a third consecutive semester. A few of these groups fell short of the 90% standard by only one or two brothers, others were significantly below. As stated above, those groups failing for three consecutive semesters and who are unable to recruit enough new members in a final fall 2006 recruitment cycle, will lose their housing privileges.

### Sororities

One sorority that passed occupancy in the fall 2005 semester fell below the 90% standard for the spring 2006 semester. The causes of this drop in occupancy were graduations, resignation from the sorority and withdrawal from the University.

- Kappa Alpha Theta 85%

The remaining sororities continued to have strong membership and all had occupancy figures above 100%.

### C. IFC and Panhellenic Status

The Interfraternity and Panhellenic Councils have worked to become a more active and beneficial resource to the Greek community. Working closely with the Office of Fraternity and Sorority Affairs, the councils have become more than just a means to communicate with the chapters and have initiated several campus-wide programs while continuing to aid chapters with understanding the new accreditation process.

#### **Panhel and IFC Take Leadership Role**

- **Pink Day:** A campus-wide effort to raise money and support for the Susan G. Komen Foundation. Panhellenic's VP Administration, Julie Orchier, coordinated the sale of 2,200 pink T-shirts and raised over \$7,000 for cancer research. (October 27, 2005.)
- **LU World Cup:** Panhel and IFC took the lead in demonstrating partnership by working with the Office of Multicultural Affairs to sponsor a soccer tournament where members of both the fraternities and sororities played on mixed teams with the multicultural club students. This event was coordinated by Panhellenic's VP Education, Samara Adler and IFCs Vice President, Mike Peskin. (October 29, 2005.)
- **Expanded and Detailed Greek Newsletter:** Panhel and IFCs VP Communications, Darby Reed and Mike Petite, took the lead in creating an all Greek newsletter to be distributed to all first-year men and women, all active Greek members, as well as recent alumni. The newsletter highlights the philanthropic activities and other achievements of all 29 chapters.

- **Formal Upperclass Fall Recruitment:** IFC and Panhel laid out the foundation for chapters to recruit non-first year students to join the Greek system. Several houses participated and a total of 39 new members were initiated in the fall '05 semester. Thirty-three new men joined as well as 6 new women.

### Assisting the Chapters

- **Accreditation Workshops:** IFC and Panhel co-sponsored accreditation workshops for every chapter where a resource from the University is brought in to discuss how chapters can better the five areas of their performance reviews.
- **Senior Focus Group:** Consistently, chapters struggle with keeping their upperclassmen involved. This focus group served as an initial sounding board to discuss ways that chapters can maintain involvement for all three years.
- **Men's Fall Recruitment Convocation:** In an attempt to encourage upperclassmen recruitment, convocation was held early in the semester to generate interest in a fall new member education process.
- **Weekly Meetings:** Panhel currently holds general council meetings involving Presidents and Delegates from each chapter to effectively communicate matters in a timely fashion. IFC is slowly but surely making their way to this culture. By doing this, answers can be given to the chapters from a peer point of view instead of just from their GLCs.
- **Joint IFC/Panel Meetings:** IFC and Panhel work together to discuss programming needs for the Greek Community. The meetings help foster communication between the two bodies.

### Status of the Chapters

IFC and Panhel, in conjunction with the Office of Fraternity and Sorority Affairs, have worked to make clear the expectations set forth by the accreditation review process. However, these efforts have not worked significantly towards relieving the pressures felt by chapter leadership. As understanding of the review board's expectation increases, so does chapter programming and the time commitment involved with chapter membership. A renewed focus on our (core) values as a system and individual chapters is one of the driving forces behind the changes initiated by the Strengthening Greek Life Task Force. However, an understanding of the pressure our chapter leaders are under is essential to maintaining a healthy relationship between the University administration and the Greek student body and equally as important to revitalizing our Greek system here at Lehigh.

## **D. Greek Alumni Council Status**

The Greek Alumni Council (GAC) was restructured in January 2003 with an Executive Board made up of one representative from each decade for fraternities and sororities (where appropriate) plus four officers—President, Vice President, Secretary and Parliamentarian. The officers met by teleconference at least once a month, the Executive Board less frequently and the overall GAC with two representatives of each active chapter alumni organization met once a semester.

This structure was critical during the efforts of the Strengthening Greek Life Task Force (GLTF) efforts to define recommendations and during the first year of implementation of those recommendations. The GAC President and Vice President served on the task force and other members of the Executive Board served on committees dealing with individual issues associated with the recommendations. Once the Board of Trustees approved the task force recommendations, the GAC President and Vice President served on the Greek Life Implementation Group (GLIG), which had overall responsibility for Greek policy and activity. Throughout Strengthening Greek Life process, the GAC participated in committees and sub-committees, including but not limited to:

- Accreditation
  - Financial Stewardship
  - Housing
  - Occupancy
  - Rush
  - Vision
- |   |                                   |
|---|-----------------------------------|
| ? | Communication and Information     |
| ? | Governance                        |
| ? | Npower Consultants Fact Gathering |
| ? | On-Going Assessment               |
| ? | Student Life                      |

It is important to note that throughout this process, the GAC supported a cooperative effort among active chapter members, administration members and alumni members to ensure the views of all stakeholders in Lehigh Greek life were heard in the development of new policies and activities. The other stakeholders also espoused this approach and a significant result of the process has been the establishment of a high degree of trust among the stakeholder representatives which supplants the former attitudes of distrust

One of the most important aspects of the task force recommendations is creation of a chapter accreditation process which replaces the former Greek Review Process with one that rewards outstanding performance and provides specific proactive guidance for improvement to each chapter. This change is supported by the addition of Office of Fraternity and Sorority Affairs (OFSA) staff, Greek Life Coordinators (GLCs), who work with each chapter in a positive manner. GAC provided one member on each accreditation panel for the initial accreditation effort in the spring of 2005.

With implementation of the task force recommendations nearing completion in spring 2005, the GAC restructured once more to provide a more effective organization to work with the expanded Office of Fraternity and Sorority Affairs and to assist alumni organizations of the individual chapters in

meeting requirements of the new Greek policies at Lehigh. The GAC adopted new by-laws at its April 9, 2005 meeting. Those by-laws provide:

- Officers including a President, Vice President—Fraternities, Vice President-Sororities and the immediate Past President. The two Vice Presidents were established to provide better focus on issues specific to each group.
- An executive committee consisting of the officers and a number of liaison officers.
- Liaison officers include: one officer to work with each of the four Greek Life Coordinators in the OFSA, a liaison officer to work with the Greek Leadership Development Staff, a liaison officer to work with formerly recognized chapters and a liaison officer to alumni organization members who are not Lehigh Greek alumni.
- The liaison officers assigned to work with the Greek Life Coordinators are responsible for working with the alumni organizations of six to eight chapters to support the GLCs and to provide a conduit for two-way communication between the chapter alumni organizations and the GAC.
- The liaison officer who works with the Leadership Development Staff assists that organization with alumni support for its activity.
- The liaison officer to the formerly recognized chapters represents the views of these groups to the GAC and serves as a two-way communication conduit.
- The liaison officer to the GAC representatives who are not Lehigh alumni to provide an opportunity for these participants in the Lehigh Greek system activities to voice their opinions and insure proper communication with them.
- Monthly teleconferences of the Executive Committee.
- A meeting each semester of the GAC with two voting members from each alumni organization.

The GAC Executive Committee adopted the following objectives for academic years 2005-2006 and 2006-2007:

- Assist chapters in meeting accreditation and occupancy standards.
- Complete implementation of task force recommendations.

- Improve GAC and chapter alumni organization, governance and participation.

Key activities have included:

- Communicating with chapters at risk with an offer to help,
- Providing education at the GAC meetings,
- Participating in the Greek Partnership Council (GPC) which is guiding Greek policy and action decisions,
- Participating in the system-wide assessment of the Greek system including developing criteria for system expansion,
- Completing a roster of key leaders in the alumni organization of each chapter.

Upcoming activities include upgrading the GAC web page and publishing a Greek alumni handbook.

Many Greek alumni are active in their chapter's alumni organization and activities and those who have been involved with the effort to strengthen Lehigh Greek life support their chapter and the general effort. There currently is an unparalleled level of trust between all members of the "AAA" (actives, alumni and administration). The more involved and informed alumni are, the more trust is evident. The continued challenge is to broaden the scope and number of those involved and informed.

However, based on participation at the GAC meetings and questions and comments from Greek alumni, it is clear that many Lehigh Greek alumni are not aware of changes in the environment for Greek life throughout the U.S. and at Lehigh. Many do not accept the changes resulting from the task force recommendations. Attendance at the GAC meetings reflects the general problem as less than two thirds of the eligible alumni voting members of the GAC attended the fall 2005 meeting.

The GAC Executive Committee recognizes that, for our active chapters to be successful, they must be advised by alumni who are informed relative to the reasons for and the details of Lehigh Greek life policies and who are constructive in recommending improvement of these policies while supporting the policies as they are currently defined. The GAC is attempting to increase and improve communication with alumni regarding Greek life at Lehigh through "town meetings," workshops, web communications and e-mails as one part of achieving constructive support of all Greek alumni.

#### **IV. Conclusions and Recommendations**



Through our examination of the state of the system, the committee makes the following implementation status report and recommendations.

1. The completed **aspirational vision statement** created by a committee of students, staff and alumni **needs to be emphasized by all those involved in Greek life and individual chapters should revisit their unique vision statements created last year.**
2. **Attention should be given to the task force recommendation that a program be developed that teaches essential life skills such as leadership, personal choices, community responsibility and ethical decision making.** While the creation of the Greek Life Leadership Coordinator meets some of the needs described here, it is not the required curricular component recommended by the task force.
3. The recommendation that all first-and second-year students live on campus has been fully implemented. An additional part of this recommendation is that rush should be conducted in the sophomore year unless there is clear evidence that Greek life is meeting high standards of performance. **At this time, the committee is seeing positive indicators as to the direction of Greek life at Lehigh and we see no need to explore the possibility of moving towards sophomore recruitment.**
4. **Scheduled to open in early February, The Hawk's Nest, is the late night diner recommended by the task force.** It is located in the newly renovated Lamberton Hall. Students were an essential part of the entire renovation and construction decision making group, and the early feedback about this facility from students is extremely positive.
5. **Four new Greek Life Coordinators were hired in spring 2004 and the impact of these positions has been extremely noticeable and overwhelmingly positive.** Having four such positions, which is very rare in the Greek life field, has resulted in staff truly being able to serve as advisers and mentors to our students instead of just continually responding to crises and concerns. It is fair to say that our system is moving in a positive direction, largely due to the creation of these positions and the hard work of the current staff.
6. For years there was confusion regarding the ownership of Greek houses and what maintenance the University was responsible for compared to what the chapter was responsible for. **At the recommendation of the Strengthening Greek Life Task Force, it is now clear that the University as landlord is responsible for maintaining the facilities' overall physical integrity and functioning.** Included in the implementation of this recommendation was the shifting of PLA accounts to P & E accounts (programming and education) in which money that was formerly used by chapters for house maintenance will now be used for educational purposes such as

**programs and scholarships.** Another highlight of this recommendation was the painting of all individual student rooms and hallways and providing each member with a desk, dresser and the option of a bed. While there was great concern by some students and alumni regarding this recommendation, reaction to the condition of the houses during fall move-in was very positive and only seven students out of the entire system chose the option of painting their room a different color. A majority of fraternity members, about 60%, chose not to have a bed provided by the University. The decisions to allow students to paint their bedrooms and opt out of having University provided beds, while seemingly small in importance, was a major step in promoting cooperation and collaboration between the AAA (actives, alumni and administration).

7. One recommendation which will have a dramatic effect on the entire Greek system is the recommendation that chapters should meet a **90% occupancy level**. The task force believed that the large number of vacancies specifically in fraternity houses was a poor use of University resources. Therefore, the committee recommended that chapters that do not meet 90% occupancy for three semesters in a row will lose the privilege of living in a University facility. Spring 2006 is the second semester of the 90% standard and there are some chapters that are struggling to meet this requirement. See the occupancy section of this report for statistics. In implementing this standard, it was decided that chapters that have failed occupancy for three semesters in a row will be provided with a grace period. The following is an excerpt from the occupancy policy:

“Chapters that fail to meet the 90% occupancy standard for three consecutive semesters will be given a grace period opportunity during that third semester to recruit more live-in members before the beginning of the following semester (fall or spring). If by the last day of classes in the third failing semester, the organization can demonstrate that they will be able to meet the 90% occupancy threshold and have all those members committed to living in the facility for the following semester, they will be permitted to remain in the residential facility. If however, due to attrition between semesters (students withdraw, are academically dropped, etc.), the organization does not have the 90% required live-in members by the 10th day of classes into the following semester, they will either not be permitted to move into the residential group housing facility, or will be required to immediately vacate the facility upon the 10th day. The organization will then lose their group housing privileges.”

It should be noted that the issue of not being able to meet the 90% occupancy standard is primarily a fraternity issue. **The sororities face a different issue in that they are not able to fit all of their members in their houses**, primarily due to the large sizes of their chapters as regulated by the policies of the National Panhellenic Council. Those regulations coupled with the requirement that all first-and second-year students live on campus, often leads to junior and senior women being displaced off campus, which has a direct negative impact

on retaining upperclass members to serve as leaders that live in the chapter houses.

At the October 2005 meeting of the National Panhellenic Conference, representatives of the national women's fraternities with chapters at Lehigh endorsed a housing agreement for the 2005-2007 biennium. The purpose of an agreement is to secure for all women's fraternities an equitable housing plan through cooperation with each other and with the administration. In each instance, the aim is to develop a housing plan that can effectively serve the needs of the individual campus situation. According to National Panhellenic Conference procedures, the agreement is binding for the current biennium, 2005-2007. However, where changes take place on campus and some adjustment seems wise in the interim, the agreement can be reconsidered. **Housing equity continues to be an issue that calls for additional attention and discussion.**

8. While there are issues that still need to be further examined and addressed in the fact that sorority houses are not able to house all current members, there have been steps taken to address other "housing equity" issues for our current sororities. **Changes are currently being initiated that will clearly make sororities more equitable in comparison to fraternity houses.** See appendix B for current residential characteristics and appendix C for new characteristics being implemented.
9. A recommendation made by the Strengthening Greek Life Committee that had an immediate impact on the system and the maintenance of Greek houses was that clearly defined cleaning standards be developed and weekly cleaning inspections occur. **This recommendation has been fully implemented and has been successful.** As found on the Greek life website;

"In early February 2005, a committee made up of Lehigh staff and students evaluated five proposals submitted for fraternity cleaning contracts. The evaluation process, facilitated by Vince Elliott of Elliott Affiliates, used a process developed to consider proposed cleaning process, management expertise and relevant cleaning experience prior to revealing cost information."

"The name of each bidder was not revealed to the group during the ranking process. Based on the evaluation and ranking process, two proposals were clearly superior to the other three submissions. Once the proposals were ranked, cost information was revealed. Three vendors were rejected due to low evaluation scores and costs variances. Thus the committee chose to award the cleaning contracts to One Source and Premair.

One Source and Premair have experience in cleaning multiple fraternities in Sayre Park and both submitted well prepared proposals and were deemed capable of doing the required work. "

Facilities Services believes that the presence of two vendors provides a “back up” that if one vendor failed in their duties, the other would be able to step in and continue to meet our cleaning needs. Having two vendors also promotes a sense of competition which will drive each company to do better. Each company was awarded a three-year contract with an option for two, one-year extensions.

**One Source and Premair responsibilities (as stated in the building lease signed by the AHC and the University):**

- Will clean hallways, stairwells, libraries, bathrooms, lobbies, computer rooms, living rooms, dining rooms, and kitchens.
- Will clean individual bedrooms during the summer months.
- Cleaning service will NOT be provided in dining rooms and kitchens if the dishes, pots, pans and other items are not properly put away by students.
- If cleaning service is required due to carelessness, negligence or fault of the student(s), the Alumni House Corporation will pay for all costs and expenses for the work, along with the cost of repairing or replacing any personal property of any other resident or guest of the house.

**Student responsibilities (as stated in the building lease signed by the AHC and the University):**

- Will clean kitchen equipment, dishes, pots, pans, dining tables, counter tops, party/bar rooms and ritual rooms.
- Will clean and remove trash following social events.
- Will clean individual bedrooms during the academic year.

A positive outcome of the regular cleaning and maintenance has been a renewed sense of pride in the chapter houses. Members are now working harder to lower the damage to the houses and keep them cleaner. . . Damage dollar amounts were down by \$7705.18 (37%) in the fall 2005 semester (\$12,766.00) as compared to the fall 2004 semester (\$20471.18).

See appendix D for 2005 – 2006 damage totals and totals from fall 2001 to the present.

10. Moving new member recruitment from the fall semester to the spring for fraternities, consistent with current sorority recruitment timing, has been a positive change. In the fraternity system alone last year, there was an 11% increase in new members. Also, based on anecdotal evidence, first-year students have a more extended transition to college life and chapters have been able to alter their focus to recruiting upperclass members. Although there are no individual chapter recruitment events permitted in the fall semester, IFC and Panhel offered several opportunities throughout for first-year students to learn about Greek life at Lehigh. **The Assessment Committee recommends the continuation of formal spring recruitment for both fraternities and**

**sororities. IFC and Panhellenic need to remain diligent about not allowing chapters to host individual rush events targeting first-year students in the fall semesters.**

11. The change of officer cycles to coincide with the academic year has had mixed reactions. One positive outcome is that such an election cycle has led to more continuity and better planning for accreditation. The officer cycles have also been helpful for chapters that did planning retreats at the beginning of the academic year. Due to the fact that the officers would be in their positions for the entire academic year, the chapters could plan appropriately for that entire time period.

A challenge that has arisen from the new election cycle is that anecdotally reported fewer seniors are interested in committing to leadership positions. Seniors do not want to make the commitment to lead their chapters for the entire academic year due to the worry that they will be overwhelmed and have no time for job searches, graduate school applications, theses, etc. However, there are many time-consuming leadership roles that seniors currently hold in other organizations (i.e., athletic teams, gryphons, etc.), so this issue warrants further examination. **The assessment committee recommends that the officer cycles that coincide with the academic year continue and that the Office of Fraternity and Sorority Affairs, in conjunction with the Office of Student Leadership Development focus efforts on working with presidents to delegate work to their appropriate executive board members and other chapter members. Additionally, the committee recommends that individual chapters, IFC and Panhel examine their officer structures to determine if they are conducive to effective work distribution. In order to make the chapter officers responsibilities more manageable and supported by the chapter membership, the committee also recommends that all new members attend a new member education module on accreditation. By assuring that all Greek members have a good knowledge of the accreditation process, chapters officers will potentially get support and assistance from general members.**

12. The Report of the Task Force on Strengthening Greek Life states that “If and when housing can be provided for all students to live in campus residence facilities for two years, rush should be conducted in the sophomore year, unless there is clear evidence that Greek life is meeting high standards of performance, maturity, stability and contributing to the educational mission of the University.” As mentioned previously, at this time, the committee is seeing positive indicators as to the direction of Greek life at Lehigh and we see no need to explore the possibility of moving towards sophomore recruitment. This item needs to be evaluated annually. At this time, **the committee recommends continuing second semester recruitment, with attention to insuring that first-year students remain focused on transition to college issues during their first semester. Also, the committee believes that new member education should not extend beyond the current six-week period.**

13. After assessing the needs and current status of the system, the assessment committee makes the following recommendations regarding the expansion of the Greek Life System at Lehigh for the 2006-07 academic year.

**Sorority:**

Given the overall success of our current sorority chapters in the accreditation process, the high individual sorority membership numbers (total is 72), all eight of our sororities are meeting the 90% occupancy standard (7 of 8 are over 100% in occupancy), and the increase in first-year student interest, **the committee recommends exploring expansion possibilities in consultation with the National Panhellenic Council (NPC). Additionally, the committee recommends the Office of Fraternity and Sorority Affairs work with the NPC to develop a long-range expansion plan with attention to housing issues, maintaining manageable chapter sizes and programming for sisters not able to live in the house.**

**Fraternity:**

Regarding the fraternity system, 11 of 21 fraternities did not meet the 90% occupancy standard in the fall semester and 11 of 21 fraternities did not meet the 90% occupancy standard in the spring semester. Nine of the 11 chapters failed occupancy in both the fall '05 and spring '06 semesters. In the area of accreditation, more than 1/3 of the chapters were rated as being poor. Given both the current number of vacancies in fraternity housing as well as the overall fraternity performance in the accreditation process last year, **the assessment committee recommends that Lehigh does not accept any applications for residential or non-residential social fraternities at this time.**

**Multicultural Greek Letter Organizations:**

As the committee considered the issue of expansion, it became clear that there is a major void in the Lehigh Greek System in the area of National Panhellenic Council (NPHC), National Association of Latino Fraternal Organizations (NALFO) and/or other traditional multicultural Greek Letter organizations. Currently there is one recognized NPHC group with members on campus, Kappa Alpha Psi African American Fraternity, Inc. In examining the issue and discussing multicultural groups, it is the case that most are non-residential in nature, usually have a large alumni involvement and appear to be in line with the stated values of our Greek system. Given those facts as well as the knowledge that we have a population of students on campus whose needs are not being served, **the committee recommends that the Office of Fraternity and Sorority Affairs begin immediate work with the University Committee on Greek Expansion (as defined in the Continuity and Recognition Policy, see link below) to outline the process for selection of new multicultural sorority(s) and/or fraternity(s).**

**Link to Continuity and Recognition Policy**

**[http://www.lehigh.edu/~indost/greek/continuity\\_policy.html](http://www.lehigh.edu/~indost/greek/continuity_policy.html)**

14. The final key recommendation in the Executive Summary of the Strengthening Greek Life Task Force Report was that the University should be more active in communicating the positive achievements of Greek chapters and in order to keep alumni accurately informed regarding the state of the system and their specific chapter, information should be openly available to all. Through alumni bulletins, student generated newsletters, and articles written and published on the Lehigh website, as well as an improved and regularly update Greek Life website, this recommendation has been achieved. Communications and openness is was a cornerstone in making the Strengthening Greek Life Task Force successful and has been incredibly beneficial in building both trust and support for the efforts to improve our Greek system. There are still some that question motives and commitment to the Greek system but efforts to inform and educate will continue.

In summation, in the two years since the Strengthening Greek Life Task Force Report was released, Lehigh University's Greek system has seen steady improvement. While there is still work to do, the system is headed in a positive direction. A true partnership between the AAA (actives, alumni and administration) has taken root, with efforts to expand the partnership to academics. With cautious optimism, we state that with continued diligence and effort, Lehigh University's Greek system is on its way to becoming a model of what Greek life should be.

## Appendix A

### FRATERNITIES/SORORITIES TWO-YEAR JUDICIAL SUMMARY Spring 2004 - Spring 2006 Semesters

<u>GROUP</u>	<u>VIOLATION</u>	<u>SANCTION DATE</u>	<u>SANCTION</u>
<b>FRATERNITIES:</b>			
<b>Alpha Chi Rho</b>	<b>Social Policy I.A.8.</b>	<b>11/17/05</b>	<b>Disc. Pro thru Fall 2006 Social Pro thru 5/31/06</b>
	Social Policy I.A.8.	10/6/05	Disc. Pro thru Spring 2006 Social Pro thru 11/1/05
	Social Policy I.A.8. I.D.11.e.	3/14/05	Disc. Pro thru Fall 2005 Social Pro thru 5/31/05
	Social Policy I.D.11.a.	9/23/04	Disc. Pro thru Fall 2004 Social Pro thru 10/21/04
Alpha Sigma Phi	Social Policy I.A.8. I.D.11.a.	3/15/05	Disc. Pro thru Fall 2005 Dry house thru Fall 2005 Any future violations will result in a UCOD hearing
	Social Policy I.A.8.	12/3/03	Disc. Pro thru Fall 2004 Social Pro thru 5/31/04 Any future violations will result in a UCOD hearing
Alpha Tau Omega	Harassment	12/10/04	Warning No IJC cases for two years Any future violations will result in a formal hearing
	Social Policy I.A.8. I.D.1.	9/28/04	Disc. Pro thru Spring 2005 Social Pro thru 2/12/05
	Possession Another Person Lehigh	5/14/04	Disc. Pro thru Spring 2005 Social Pro thru 12/31/04
	Social Policy I.D.11.e. I.A.8.	2/9/04	Disc. Pro thru Spring 2004 Social Pro thru 3/4/04



Beta Theta Pi	Social Policy I.A.8.	11/3/05	Disc. Pro thru Spring 2006 Social Pro thru 12/31/05
	Harassment	11/3/05	Disc. Pro thru Spring 2006
	Property	2/23/04	Warning
Chi Phi	Social Policy I.A.1.	9/22/04	Disc. Pro thru Fall 2005 Social Pro thru 5/31/05
	Social Policy I.A.8. I.D.11.a.	2/9/04	Disc. Pro thru Fall 2004 Social Pro thru 12/31/04
	The Peace Social Policy I.D.11.a.	12/5/03	Disc. Pro thru Spring 2004 Social Pro thru 2/7/04
Chi Psi	-----	-----	-----
Delta Phi	Social Policy I.A.8.	4/6/05	Disc. Pro thru Fall 2005 Social Pro thru 10/31/05
	Social Policy I.A.1.	11/15/04	Disc. Pro thru Spring 2005 Social Pro thru 12/31/04
Delta Sigma Phi	-----	-----	-----
Delta Tau Delta	Social Policy I.A.8.	5/4/05	Disc. Pro thru Fall 2005 Social Pro 9/24/05 to 10/16/05
	Social Policy I.A.1.	4/30/04	Disc. Pro thru Fall 2004 Social Pro thru 10/31/04
Delta Upsilon	Social Policy I.A.8.	9/23/05	Disc. Pro thru Fall 2005 Social Pro thru 10/22/05
	Failing to fulfill a sanction Social Policy I.D.11.e.	9/8/03	Disc. Pro thru Spring 2004 Alcohol-free thru Spring 2004 Dry house thru 5/31/04

<b>Kappa Alpha</b>	<b>Social Policy I.A.8.</b>	<b>12/8/05</b>	<b>Disc. Pro thru Spring 2006 Social Pro for six weeks starting 2/17/06</b>
Kappa Alpha	Lehigh (2) Social Policy I.A.8. I.D.11.a.	3/31/05	Disc. Pro thru Fall 2005 Social Pro 4/4/05 thru 9/18/05
	Social Policy I.A.1.	9/23/04	Disc. Pro thru Spring 2005 Social Pro thru 11/4/04
	Social Policy I.D.11.a. I.A.8. I.D.11.a. Possession	12/5/03	Disc. Pro thru Spring 2004 Social Pro thru 2/20/04
Kappa Sigma	Social Policy I.A.8.	11/10/04	Disc. Pro thru Fall 2005 Social Pro thru 5/15/05
	Lehigh (2) Lehigh (4)	11/10/04	Disc. Pro thru Spring 2005
Lambda Chi Alpha	Social Policy I.A.8. I.D.11.e.	3/21/05	Disc. Pro thru Fall 2005 Social Pro thru 9/30/05
	Social Policy I.A.8.	11/10/04	Disc. Pro thru Spring 2005 Social Pro thru 12/17/04
	Social Policy I.D.11.a.	4/29/04	Disc. Pro thru Fall 2004 Social Pro thru 9/24/04
Phi Delta Theta	-----	-----	-----
Phi Gamma Delta	Social Policy I.A.8. I.D.11.a.	5/4/05	Warning Social Pro thru 9/11/05
Phi Kappa Theta	Social Policy I.A.8.	11/1/05	Disc. Pro thru Fall 2005 Social Pro thru 11/12/05
Phi Sigma Kappa	-----	-----	-----

Psi Upsilon	Social Policy I.D.11.e.	9/16/04	Warning
	Social Policy I.A.8.	4/5/04	Disc. Pro thru Fall, 2004 Social Pro thru 5/31/04
Sigma Alpha Mu	Social Policy I.A.8.	10/4/05	Disc. Pro thru Fall 2005
	Social Policy I.A.8.	11/2/04	Warning Social Pro thru 11/12/04
	Social Policy I.A.8.	2/23/04	Disc. Pro thru Spring 2004 Social Pro thru 3/27/04
<b>Sigma Chi</b>	<b>Social Policy I.A.8. I.D.11.a.</b>	<b>11/1/05</b>	<b>Disc. Pro thru Spring 2006 Social Pro thru 11/15/05</b>
	Social Policy I.A.8. I.D.11.a.	4/18/05	Disc. Pro thru Fall 2005 Social Pro 4/23/05 to 9/3/05
	Social Policy I.D.11.a. Possession	4/6/04	Warning Social Pro thru 5/6/04
Sigma Phi	-----	-----	-----
<b>Sigma Phi Epsilon</b>	<b>Social Policy I.A.8.</b>	<b>4/29/05</b>	<b>Disc. Pro thru Fall, 2006 Social Pro thru 12/31/05</b>
	Social Policy I.A.8.	12/10/04	Disc. Pro thru Fall, 2005 Social Pro thru 5/31/05
	Social Policy I.A.1. I.D.11.e.	10/6/04	Disc. Pro thru Spring 2005 Social Pro thru 12/31/04
Theta Chi	Social Policy I.A.1.	5/3/04	Disc. Pro thru 5/1/05 Social Pro thru 10/1/04

Theta Delta Chi	-----	-----	-----
Theta Xi	Social Policy I.A.8.	10/12/05	Disc. Pro thru Fall 2005 Social Pro 10/14/05 thru 10/28/05
	Social Policy I.A.1.	9/23/04	Disc. Pro thru Fall, 2004 Social Pro thru 11/2/04

**SORORITIES:**

Alpha Chi Omega	Social Policy I.D.11.a.	10/1/03	Disc. Pro thru Fall, 2004 Any future violations will result in formal hearing
Alpha Gamma Delta	-----	-----	-----
Alpha Omicron Pi	-----	-----	-----
Alpha Phi	-----	-----	-----
Chi Omega	Another Person Possession Lehigh	4/19/04	Disc. Pro thru Spring 2005 Social Pro thru 4/1/05 Educational Programs Any future violations will result in formal hearing
Delta Gamma	-----	-----	-----
Gamma Phi Beta	Possession	12/8/03	Disc. Pro thru Spring 2004 Social Pro thru 2/15/04
Kappa Alpha Theta	-----	-----	-----
Pi Beta Phi	-----	-----	-----

## FRATERNITIES/SORORITIES

### SPRING 2006 SUMMARY

#### Groups currently on disciplinary probation:

Alpha Chi Rho	through Fall, 2006
Beta Theta Pi	through Spring, 2006
Kappa Alpha	through Spring, 2006
Sigma Chi	through Spring, 2006
Sigma Phi Epsilon	through Fall, 2006

#### Groups currently on social probation:

Alpha Chi Rho	through Spring, 2006
Kappa Alpha	for six weeks starting 2/17/06

Revised: 1/11/06

## Appendix B

### RESIDENTIAL SYSTEM CHARACTERISTICS 2005-06

	<b>RESIDENCE HALLS</b>	<b>SORORITIES</b>	<b>FRATERNITIES</b>
<b>Carpet as standard in bedrooms &amp; hallways</b>	<b>Mixed</b>	<b>YES</b>	<b>NO</b>
<b>Tile as standard in bedrooms and hallways</b>	<b>Mixed</b>	<b>NO</b>	<b>YES</b>
<b>Card access</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>University vending program participant</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>University laundry program participant</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>Common area printing (University supplied printer, paper, toner)</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>University supplied recreation equipment: pool tables, Ping Pong, Foosball</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>Ability to own a house pet</b>	<b>NO</b>	<b>NO</b>	<b>YES</b>
<b>Ability to paint and repaint bedroom</b>	<b>NO</b>	<b>NO</b>	<b>YES</b>
<b>Ability to waive university bed</b>	<b>NO</b>	<b>NO</b>	<b>YES</b>
<b>Vacuums supplied by University for student use</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>University supplied microwaves in common kitchens</b>	<b>YES</b>	<b>YES</b>	<b>NO</b>
<b>Landscaping maintained by University</b>	<b>YES</b>	<b>YES</b>	<b>NO* other than basic grass cutting/leaf removal</b>

## Appendix C

### RESIDENTIAL SYSTEM CHARACTERISTICS 2006-07

	RESIDENCE HALLS	GREEK HOUSING	
		SORORITIES	FRATERNITIES
Carpet as standard in bedrooms & hallways	MIXED	NO - UNLESS OLD UNEVEN FLOORS REQUIRE CARPET	
Tile as standard in bedrooms and hallways	MIXED	YES	YES
Card access	YES	YES	NO
University vending program participant	YES	YES / NO OPTION	YES / NO OPTION
University laundry program participant	YES	YES / NO OPTION	YES / NO OPTION
Common area printing (University supplied printer, paper, toner)	YES	YES - IF HOUSE PARTICIPATES IN LAUNDRY PROGRAM NO - IF HOUSE DOESN'T PARTICIPATE IN LAUNDRY PROGRAM	
University supplied recreation equipment: pool tables, Ping-Pong, Foosball	YES	NO	NO
Ability to own a house pet	NO	YES	YES
Ability to paint and repaint bedroom	NO	YES	YES
Ability to waive university bed	NO	YES	YES
Vacuums supplied by University for student use	YES	NO	NO
University supplied microwaves in common kitchens	YES	NO	NO
Landscaping maintained by University	YES	YES	YES - PROTOTYPE MOVING FORWARD

# Appendix D

## FALL 2005 Common Damage

### Common Damage Per Student

### Common Damage Per House

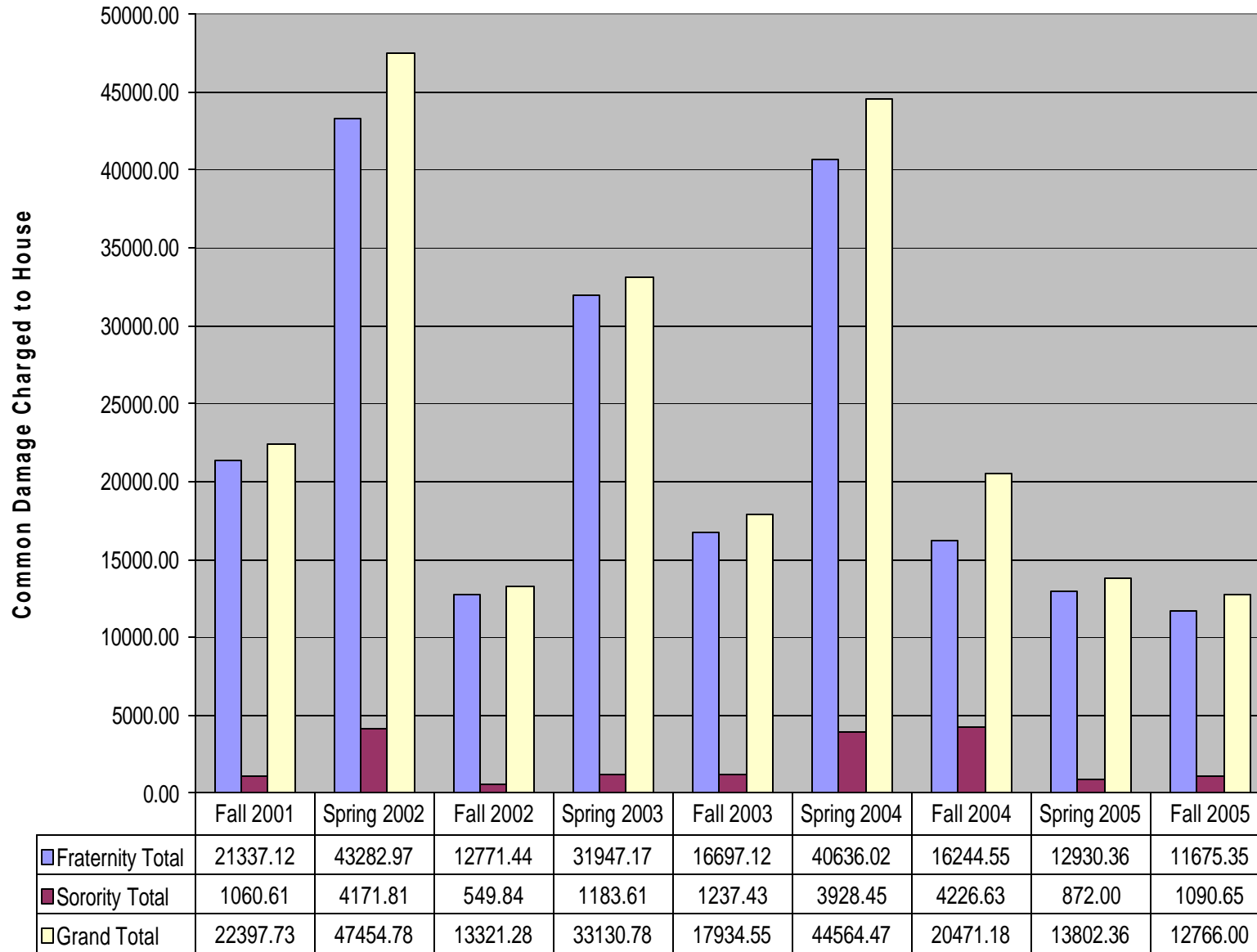
	<i>Per Student- Aug/Sep- t- (11/8)</i>	<i>Per Student- Oct/Nov- (1/17)</i>	<i>Per Student- Dec- (2/9)</i>	<i>Totals</i>	<i>Per House- Aug/Sept- (11/8)</i>	<i>Per House- Oct/Nov- (1/17)</i>	<i>Per House- Dec- (2/9)</i>	<i>Totals</i>
<b>Fraternity</b>								
Alpha Chi Rho	0.00	18.68	1.87	18.68	0.00	392.28	39.27	431.55
Alpha Tau Omega	0.00	19.31	21.47	19.31	0.00	502.06	558.22	1060.28
Beta Theta Pi	9.28	31.26	16.23	40.54	157.76	531.42	275.91	965.09
Chi Phi	0.98	0.00	20.77	0.98	30.45	0.00	726.95	757.40
Chi Psi	0.00	2.56	0.00	2.56	0.00	61.44	0.00	61.44
Delta Phi	2.65	44.44	19.20	47.09	63.60	1066.56	460.80	1590.96
Delta Sigma Phi	21.17	8.57	8.33	29.74	381.06	154.26	149.94	685.26
Delta Tau Delta	0.00	9.28	0.00	9.28	0.00	232.00	0.00	232.00
Delta Upsilon	0.00	2.38	2.38	2.38	0.00	49.98	49.98	99.96
Kappa Alpha	0.00	7.38	19.18	7.38	0.00	162.36	421.96	584.32
Kappa Sigma	0.00	4.82	7.24	4.82	0.00	139.78	209.96	349.74
Lambda Chi Alpha	0.00	6.74	2.42	6.74	0.00	202.20	72.60	274.80
Phi Gamma Delta	0.00	2.14	11.30	2.14	0.00	59.92	316.40	376.32
Phi Kappa Theta	0.00	6.32	2.24	6.32	0.00	183.28	64.96	248.24
Phi Sigma Kappa	0.00	22.49	45.61	22.49	0.00	427.31	866.59	1293.90
Psi Upsilon	0.00	2.99	0.96	2.99	0.00	89.70	28.80	118.50
Sigma Alpha Mu	2.65	1.81	6.93	4.46	82.15	56.11	214.83	353.09
Sigma Chi	6.25	47.43	5.26	53.68	175.00	1328.04	147.28	1650.32
Sigma Phi Epsilon	2.76	2.02	3.26	4.78	104.88	76.76	123.88	305.52
Theta Chi	0.00	0.00	0.38	0.00	0.00	0.00	9.88	9.88
Theta Xi	0.00	4.24	5.62	4.24	0.00	97.52	129.26	226.78
<b>Totals</b>	<b>45.74</b>	<b>244.86</b>	<b>200.65</b>	<b>290.60</b>	<b>994.90</b>	<b>5812.98</b>	<b>4867.47</b>	<b>11675.35</b>

<b>Sorority</b>								
Alpha Chi Omega	0.33	0.48	2.71	0.81	15.18	22.08	124.66	161.92
Alpha Gamma Delta	0.00	0.93	2.73	0.93	0.00	40.92	120.12	161.04



Alpha Omicron Pi	2.62	0.00	2.33	2.62	117.90	0.00	104.85	222.75
Alpha Phi	0.30	1.17	0.00	1.47	13.80	53.82	0.00	67.62
Delta Gamma	1.74	4.34	0.00	6.08	66.12	164.92	0.00	231.04
Gamma Phi Beta	0.00	1.03	0.85	1.03	0.00	49.44	40.80	90.24
Kappa Alpha Theta	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pi Beta Phi	0.00	0.94	2.38	0.94	0.00	44.18	111.86	156.04
<b>Totals</b>	4.99	8.89	11.00	13.88	213.00	375.36	502.29	1090.65
							<b>Grand Total</b>	<b>12766.00</b>

### Common Damage from Fall 2001 to Fall 2005



**Semester**

