

**Report of the Implementation and Assessment  
Group on Greek Life**

**Presented to the Board of Trustees  
Student Life Committee  
May 23, 2014**

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## Executive Summary

The report that follows summarizes the Implementation and Assessment Group on Greek Life (IAGGL) findings. The committee hosted town-hall sessions, met regularly to discuss the objectives that were created and provided regular feedback to the campus community. There has been opportunity for participation from the entire campus community that has included: faculty, administrators, chapter and alumni advisors to Greek organizations, students (representing affiliated and non-affiliated statuses), and alumni.

The task of the committee was to develop and implement a series of recommendations with the aim of strengthening Greek organizations at Lafayette College and how they met the objectives in four key areas:

- Fraternities and sororities must provide open access and engagement opportunities to all students at Lafayette (i.e., non-discriminatory in selection of members).
- Fraternities and sororities must facilitate demonstrated learning opportunities for students and provide benefits to the College as a whole.
- The academic performance of students affiliated with fraternities and sororities must be comparable to the student body as a whole.
- The disciplinary profile of members of fraternities and sororities, as well as the individual organizations, must be comparable to the student body as a whole and other student organizations.

To that end, the committee has evaluated all qualitative and quantitative information that has been collected from a variety of campus sources during 2011-2013. The committee recognizes that progress has been achieved on a number, but not all, the original metrics. The committee therefore offers the following major recommendations to for consideration related to the future of Greek Life at Lafayette College and its continued success:

1. The Committee recommends that the periods of assessment and observation conclude. The members of the committee suggest that a robust annual accreditation process, with reporting to the appropriate faculty and board committees, replace oversight committees constructed solely to measure progress by groups.
2. The Committee recommends that expansion not be considered until it is certain that the accreditation program generates the information the College requires to gauge the health of each organization and until it is clear that there is a sustained demand for new organizations.
3. The Committee recommends that in order to gather information about the interest of men in the fraternal experience and to help gauge sustained interest, the committee requires that the fraternity component of ICS software be deployed to manage the recruitment process for fraternities.

Complete recommendations are available on pages 17-18.

## **Introduction**

The Implementation and Assessment Group on Greek Life (IAGGL) was formed in the fall of 2011. The Committee was expected to implement recommendations for strengthening Greek organizations adopted by the Board of Trustees in October 2011 and to assess how well the groups were meeting the following four objectives:

- Fraternities and sororities must provide open access and engagement opportunities to all students at Lafayette (i.e., non-discriminatory in selection of members).
- Fraternities and sororities must facilitate demonstrated learning opportunities for students and provide benefits to the College as a whole.
- The academic performance of students affiliated with fraternities and sororities must be comparable to the student body as a whole.
- The disciplinary profile of members of fraternities and sororities, as well as the individual organizations, must be comparable to the student body as a whole and other student organizations.

The Committee, which was originally chaired by Celestino Limas, Vice President for Campus Life and Senior Diversity Officer, identified five additional goals to guide their work. In 2013, Annette Diorio was appointed Vice President for Campus Life and Senior Diversity Officer and became chair of the Committee. The additional goals include:

- Establish clear and measurable metrics for the four criteria outlined by the Board in their directive, including annual benchmarks leading up to the June 1, 2014 end date of the review period.
- Develop a plan for implementing the recommendations approved by the Board of Trustees from the Working Group study that primarily reflect the four criteria outlined by the Board in their directive.
- Oversee and monitor the progress of the Greek organizations in achieving the Board's objectives using the established metrics.
- Provide faculty, students, staff, and alumni with regular progress reports on their findings and also solicit input and feedback from those constituencies.
- Provide the President of Lafayette College with recommendations concerning the Greek Life system at Lafayette based on the metrics established to measure the four criteria outlined by the Board in their directive.

President Daniel H. Weiss announced the formation of the Implementation and Assessment Group on Greek Life to the community on December 13, 2011. The original membership of the Committee included:

Celestino Limas, Vice President for Campus Life and Senior Diversity Officer, Chair  
Michael Hanson, Faculty Representative from Student Life Committee  
Ilan Peleg, Faculty Representative from the Student Conduct Committee  
Jorge Torres, Faculty Representative from Academic Progress  
Deborah Byrd, Faculty Representative from Diversity Committee  
Alan Childs, At Large Elected Faculty Representative  
David Sunderlin, At Large Elected Faculty Representative  
Stuart Umberger, Director of Fraternity and Sorority Life  
John Colatch, Associate Dean of Intercultural Development and Director of Religious and Spiritual Life  
Erica D'Agostino, Dean of Advising  
Amanda Arriaran '13, Greek Student Representative  
Judson Waite '14, Greek Student Representative  
Robert Young '14, Non-Greek Student Representative  
John "Jack" Fedak IV '13, Non-Greek Student Representative  
Natasha Gordon '13, Non-Greek Student Representative  
Janine Fechter '06, Sorority Alumni Representative  
Kevin, Canavan '76, Fraternity Alumni Representative  
Nkrumah Pierre '06, Non-Greek Alumni Representative  
Alma Scott-Buczak '74, Representative from the Board of Trustees

Additional members of the Committee who replaced members cycling off or departing the College:

Annette Diorio, Vice President for Campus Life and Senior Diversity Officer  
Lauren Anderson, Faculty Representative from Student Life Committee  
Heather Hughes '15, Student Representative from Student Conduct  
Alexandra Hendrickson, Director of Religious and Spiritual Life and Chaplain  
Daniel Ayala, Associate Director of Residence Life, Adviser to Fraternities and Sororities  
Robert George '14, Greek Student Representative  
Megan Myron '14, Greek Student Representative

During the first year of the process, the Committee primarily focused on creating metrics that were expected to provide the framework for assessing the success of the system in achieving the four broad objectives established. The Chair encouraged the Committee to think expansively about what information might be considered and the Committee at the conclusion of the 2011-2012 academic year accepted the resulting 52 metrics.

Throughout the second and third years, under the leadership of the new Chair, meetings and activities have focused on two areas:

- discussion of the implementation of the recommendations for strengthening the organizations
- development of an accreditation program aimed at replacing the metrics at the conclusion of the assessment period (current version included on pages 19-23)

The Committee met with various stakeholders, held two virtual town hall meetings in the initial year of operation (February 17 and April 19, 2012) and received feedback to updates posted on the website. Members of the Committee were expected to report back to constituent groups on progress and several updates were provided to the Student Life Committee of the Board of Trustees.

The Committee did not approach this task as an extension of the exhaustive research done by the original Greek Life Working Group. It appears that during the initial year of operation, members of the Committee may have believed that the differences between affiliated and unaffiliated students across the metrics would be so substantial that a future direction for the College would be quite clear. However, after an examination of the initial set of information it became absolutely clear that there would not likely be a pattern that would clearly illuminate a particular direction. Extensive conversations about the difference between statistical and practical significance confirmed that decisions about the future role of Greek organizations on the campus might not be based on numerical data alone. This is a very emotionally charged issue and the conversations within the Committee and across campus during the past years have highlighted the strength of those emotions. Although there was some persistent lack of clarity regarding the way the process was discussed publicly by various constituents, it was the final understanding of the Committee that their charge was to indicate whether or not the groups had fulfilled, or were likely to fulfill, the four broad objectives established and to identify a mechanism to assure the highest quality experience for students. The Board of Trustees, in their sole discretion, extends recognition to the fraternities and sororities and any recommendations in this report are offered with that understanding.

Membership in Greek organizations currently draws approximately 39% of sophomore, junior and senior students. Over the past three years, coinciding with the assessment period, the percentage of Greek affiliated students averaged 39.16% of the sophomore, junior and senior student population (excludes first-year students) and 28.92% of the total student population (includes first year students). The Committee limited its discussions predominantly to the experience of current and future students, since the Working Group had recently completed a robust study of the entire spectrum of affiliation including the historical context and contributions of the organizations.

## **Implementation of Recommendations**

The formation of the Implementation and Assessment Group on Greek Life in 2011 appears to have been intended to incorporate recommendations to form both implementation and oversight committees. The implementation committee was identified as being responsible for ensuring the details of the recommendations were carried out while the oversight committee was intended to focus on assessment of the outcomes of the original working group study. The members of IAGGL heard fairly frequently that the Campus Life staff faced challenges in implementing some of the recommendations in an environment where additional resources were not available. Information about the recommendations that were implemented is included below and those that were not implemented are identified.

***College officials should work with fraternity and sorority alumni advisers and national organization representatives to devise a recruitment system for Lafayette whereby these organizations are open to any interested student and do not discriminate in membership-intake beyond grade-point average, disciplinary standing, and other well-reasoned, transparent qualifications: transparency in new member selection criteria is the operative concept. The criteria for each organization should be well publicized.***

Lafayette participates in formal recruitment for Panhellenic organizations (sororities) and the recruitment process is established for all institutions that participate. Recruitment for men is not overseen by an umbrella organization outside the College. The National Offices provided statements regarding membership eligibility and selection, but in the Committee's assessment this information needs to be refined further to achieve the level of transparency called for in this recommendation.

***The College must enter into a partnership with alumni, parents, and national executives in framing the details of purposeful new-member education programs. There should be a pre-approved new-member program calendar of activities, a new-member handbook needs to be developed and distributed as part of the orientation, and representatives of the national organization and the alumni adviser must be present for and certify each group's initiation.***

Each new member of an organization receives a new member handbook that details the program of new-member education. Representatives of either the House Corporation, alumni advising structure or national organization are present at initiation for each group. Several of the national offices have requested that the College re-evaluate the three-week new member education program, as their new-member education programs are based on an eight-week model.

*The Working Group recommends the College reconfigure under a comprehensive wellness model its approach to alcohol and drug education, hazing prevention, healthy eating and exercise, and sexual misconduct education, focusing on positive lifestyle behaviors, to accompany the necessary policy-enforcement efforts. The Working Group anticipates this effort will require the College to commit additional resources in the form of funding and personnel.*

A part-time Program Coordinator for Alcohol and Other Drugs was hired in fall 2013. The position is being expanded from .25 FTE to a .5 FTE for the 2014-2015 academic year. Additional resources have been designated to license AlcoholEDU and the Haven program on sexual violence prevention.

*The Working Group recommends the College participate in hazing-prevention organizations and conferences, such as the Novak Hazing Prevention Conference at Lehigh University in June 2011. Current members and new members should be required to sign a hazing contract. The College should establish a Hazing Tip Line to provide a mechanism for students, parents, and others to report hazing being conducted by any type of campus organization. The Working Group recommends the College's response to hazing of any kind, by any type of student organization, be unequivocal and substantive. There should be no tolerance for hazing, and communication from the College on this issue must be thorough and frequent (through faculty, staff, coaches, advisers, alumni, etc.). Finally, the College must involve parents of students in its efforts to educate students regarding hazing.*

The College publishes the **National Anti-Hazing Hotline: 1-888-NOT-HAZE (1-888-668-4293)** on the website and in the Parent and Student Guide for New Members. Hazing Prevention who also sponsors the Novak Institute sponsors this hotline. The Parent and Student Handbook defines hazing and includes a statement that such activity is strictly prohibited at Lafayette. Each student who joined an organization this past year signed a statement regarding the College position against hazing.

An effort to attend the Novak Hazing Prevention Institute last summer was not successful due to the unanticipated and sudden transition in the Greek Adviser position.

*The College should maintain its web presence such that a balanced perspective on each organization is offered to interested students and their parents. This balanced perspective would include each group's mission and the many philanthropic and service projects each sponsors, the recent conduct history and current disciplinary status of the groups, and each organization's accreditation status (COMPASS or its equivalent) to afford prospective new members and parents the opportunity to make well-informed decisions concerning organizational choices.*

The new accreditation program will provide a visual representation of the health of each organization, utilizing bronze, silver and gold standings for each category of the accreditation program. This will be published on the Fraternity and Sorority webpage on an annual basis. The first submissions for the program are due in April and will cover the current academic year.



***The College must partner more closely with the national organizations of our active chapters, such that meaningful interaction, either in person or via teleconference, occurs each semester. These interactions should involve the Vice President for Campus Life and Senior Diversity Officer, the Dean of Students, the College's Greek Adviser, executives from the national organizations, and student leaders.***

Representatives from national organizations regularly visit Lafayette College to work with individual members and chapter leaders on how to maximize their lifetime memberships during their time as a student. Additionally, representatives from national organizations provide leadership training and other resources to address current problems that chapters face on a wide variety of topics. Lastly, a priority of each National Organization is to ensure that the relationship between its host institution and the organization itself is strong. Representatives meet with campus professionals to engage in collaborative efforts to strengthen chapters on campus. During the 2013-2014 academic year, a representative from each of the ten fraternities and sororities has visited the Lafayette College campus for a minimum of one full day. It should be noted that representatives from women's National Organizations often stay with the chapter for one full week. We have not held teleconferences with each national office.

***The Working Group recommends College officials communicate with the parents of students joining fraternities and sororities, perhaps through a Parents' Council, concerning the recruitment process, the new-member education process, and initiation (i.e., letter to parents on student selection to a chapter).***

Information is included in the Handbook for Parents and Students. Communication through The Point is primarily focused on which groups are recognized and the timing for new member education.

***The College should engage in conversations with alumni officials concerning best practices for chapter-house management. While these residential facilities—fraternities, sororities, residence halls, off-campus houses—provide differing living-learning experiences for students, all must receive the appropriate physical plant attention from the College.***

Of the ten organizations on campus, only two are managed by House Corporations. The College has ongoing conversations with those organizations regarding the facilities. The remaining eight structures are under College management and are scheduled for updates in a manner that is consistent with other residential facilities.

***The Vice President for Campus Life and Senior Diversity Officer should secure/ appoint additional staff resources to support the supervision and educational programming related to the College's Greek Life program.***

In 2013 a master's degree candidate at Ball State University was hired as a summer intern and made progress on developing the Handbook for Parents and Students. Decisions to add resources, made in 2011-12, devoted those personnel to the adjudication of student conduct and support for LGBTQ students.

***The Working Group recommends, with the assistance of the Faculty Committee on Student Life, the Greek life accreditation program, COMPASS, be reconsidered so it focuses on organizational values alignment, specific learning outcomes, and the assessment of those outcomes. Such a program might differ for the various organizations, as suggested by the NIC report, but positive outcomes should be recognized and rewarded, while organizational failure in this area should be addressed as well.***

The accreditation program has been updated and includes clear standards for gauging success. The Faculty Committee on Student Life was provided an opportunity for input during the 2013-2014 academic year.

***A fund should be developed and a process initiated to provide financial support for those who are unable to join Greek life and other student organizations due to costs. The College, in coordination with the AISB, should develop a mechanism for funding this program through an assessment placed on chapter alumni and/or funding from the national headquarters.***

No meaningful progress has been made on this recommendation.

***The Working Group strongly recommends Greek organizations offer alcohol-free social events (similar to DU spinning) open to the entire campus community and coordinated with the student life division, on a recurring basis. This is designed to provide additional social outlets for all students and to “open” the chapter houses in a way that mitigates their exclusive images. The College should provide financial support for this recommendation.***

President Weiss offered programming assistance in 2012-2013 and that commitment has been extended to the current year. The fraternities provided a number of alcohol free spinning options during the past two years as well as co-sponsorship of alcohol free events, especially during high-risk times such as Homecoming, the Lafayette-Lehigh game and the Spring Concert.

***Chapters should place high priority on the successful launch of community service/service-learning initiatives in partnership with the City of Easton and within the Easton community. Ideally, such philanthropic activities conducted by various chapters would be open to the general student body and would involve developing important ties between students, the organizations, and the city. Greek life programming must be more closely connected to the Landis Community Outreach Center staff to ensure coordinated and high-quality service experiences.***

Bonnie Winfield was invited to attend an adviser drive-in meeting to explain the requirements for background checks and need for coordination of activities within the community. Each organization has a student who is a liaison with regard to service programming. Additionally, the Associate Director of Residence Life, Advisor to Fraternities & Sororities, invited Bonnie Winfield to speak with student liaisons concerning the coordination of service initiatives and how to best collaborate with the Landis Center to reach target audiences.

***Students should be involved in the planning and execution of alcohol-education and prevention activities. The Greek community should be encouraged and supported in bringing a chapter of Gamma (Greeks Advocating the Mature Management of Alcohol) to campus, but the College should also provide adequate advising so the group can be successful.***

GAMMA has been subsumed by the BACCHUS network (since 2005), but the main thrust of the network is a focus on peer education. Recently, BACCHUS was absorbed by the National Association of Student Personnel Administrators. The Alcohol and Other Drugs Standing Committee launched the inaugural application process for peer educators (L-DAPA). This program will begin in fall 2014 and is aimed at promoting responsible alcohol use through peer education, programming and social marketing.

***The College should consider the adoption of the research-based on-line prevention program Outside the Classroom, which includes modules on alcohol education and sexual assault, as well as a module specific to the Greek community. These programs could be used during new-student orientation and Greek new-member education. Colleges that adopt Outside the Classroom receive individualized consultations about best practices and may attend the Annual Research Institute.***

The College will begin using AlcoholEdu and the companion program related to sexual violence (Haven) in fall 2014.

***The Working Group recommends faculty members consider addressing the issue of high-risk alcohol within the curriculum, where it is appropriate. The Group is aware that the Office of the Provost and the Division of Student Life are developing a curriculum-infusion program, based on a successful effort at the University of Virginia, to use College survey data in courses as a way to understand and address such problems as high-risk alcohol use.***

An Excel project using data from the Lafayette Drug and Alcohol Survey took place in summer 2013. The College recently transitioned back to using the CORE survey and implemented the faculty and staff survey on attitudes related to alcohol use. There have been no requests to use these data yet, but they will be made available.

***The College must work with alumni advisors to address the issue of organizations moving their social events to off-campus locations in order to provide alcohol to minors (their own members and as a recruiting practice).***

Organizations will continue to hold events at off-campus locations since their insurance policies and a number of nationally affiliated umbrella organizations that specialize in risk management prevention and education programs suggest this as a best practice related to liability. There is no acknowledgement that this practice is in place specifically to serve alcohol to minors or as a recruiting practice. The College is interested in facilitating more social events on campus, however, and is striving to identify facilities and resources to accomplish this goal.

***While the Working Group recommends the College ensure it continues to observe best practices in the adjudication of student/organizational misconduct, it also recognizes Lafayette must seek ways to communicate more effectively its policies and practices and, when reasonably possible, how individual/ group misconduct has been adjudicated. The Group understands that when appropriate, individual students should be held accountable for misconduct, and not an organization; when appropriate, organizations alone should be held accountable; and when appropriate, both individuals and organizations should be held accountable. More transparent community education on this matter is in order.***

The entire Code of Conduct has been under review during the past two years. We anticipate that a revised Code of Conduct will be presented to the faculty in April. The revisions were aimed at increasing accessibility in the language, increasing transparency regarding process for groups and individuals and ensuring that our practices reflect best practices within higher education.

***The Faculty Committee on Student Conduct, which adjudicates cases of serious organizational misconduct, must be trained to consider organizational-conduct histories in a manner that ensures organizations are treated fairly while the interests of the College community are maintained as well. It is the sense of the Working Group that the Adviser to Fraternities and Sororities should play a role in the training of this committee, and alumni leaders could be more engaged in the disciplinary process. Finally, groups should be provided with incentives/recognition for commendable organizational and individual disciplinary records, perhaps through the Hoff Awards program.***

The length of organizational disciplinary history that the Conduct Committee receives has been standardized to include a period of not more than five years. Alumni leaders are sent copies of conduct letters by the Fraternity and Sorority Adviser. The Adviser to Fraternities and Sororities participates in training for the conduct committee.

***The Working Group recommends, as described in the Coalition Assessment Team Report, the College's senior student affairs officer consider a staffing configuration whereby the Adviser to Fraternities and Sororities reports through the Department of Student Life Programs, so as to separate further his/her association with the student-conduct system and adjudication process and to connect more closely with that department's leadership-education programs.***

Over the past three years the Greek Adviser has reported to the Dean of Intercultural Development, Vice President for Campus Life/Senior Diversity Officer or the Director of Residence Life. With the addition of a dedicated staff member to oversee the conduct process, it became apparent that the best fit for the Greek Adviser was within the Residence Life staff. This is because we wish to highlight the experience as an option within our residential palette and because it is incredibly difficult for the person to be isolated as an office of one.

## Assessment of the Four Objectives

*Fraternalities and sororities must provide open access and engagement opportunities to all students at Lafayette (i.e., non-discriminatory in selection of members).*

The Committee invested a significant portion of the time discussing the objective focused on open access and engagement. It was helpful to acknowledge at the outset that the fraternities and sororities that are part of the Lafayette community are single gender, selective, private organizations. All ten organizations have provided copies of their non-discrimination policies to the College, and in that regard they have demonstrated a commitment to non-discrimination. The organizations have made attempts at providing more transparency regarding their processes, such as posting timelines for selection and additional information about organizational values. It has been the general sense of the Committee that there is more work to do with regard to this objective.

There is currently information about selection processes provided by each National Office. This is a step in the right direction, but falls short of giving students meaningful information about their own competitiveness for selection. This information could, in the opinion of the Committee, be expanded. For example, information should be available about not only the minimum but also the recommended GPA students must have to be competitive in the application process, types of co-curricular and extra-curricular activity that will be considered, definition of legacy status and how organizations will receive information from students. Additionally, slightly more robust information should be provided about how decisions will be made about individuals, for example through resume or application, interviews with current members of alumni or small group activities. Providing this level of detail to students would not diminish the organization's ability to make selections consistent with their values, while helping students to better understand what criteria are used in selection.

There is considerably more information available about the process online including dates of events, registration information, cost to join, College standards for conduct and academic performance, general information about the release figure methodology process used for women and statements of non-discrimination, and the Committee was comfortable with the progress being made at disseminating the information. The desire is for all groups to embrace the College non-discrimination policy and evidence of that must be available for all organizations that wish to participate in fall 2014 recruitment.

Ultimately, and with some difficulty, the members of the Committee determined that it is not realistic to expect that fraternities and sororities or any other values-based organization will ever be able to be fully open or fully transparent in their selection processes. Some degree of ambiguity is inherent in any group that is determining a fit between individual applicants and organizational values. The Committee received information that the current student participation in Greek organizations is substantial with slightly more than half of the eligible population opting to join.

*Fraternalities and sororities must facilitate demonstrated learning opportunities for students and provide benefits to the College as a whole.*

The metrics for this objective were defined in terms of provision of academic programming and not, as the original Working Group had discussed, demonstrating acquisition of leadership skills across the organizations. The Committee discussed, at length, the scope of programming on the campus and the persistent sense that the institution is over programmed. There was a sense within the Committee that students do not suffer from a dearth of excellent learning opportunities as much as a pattern of cannibalism of audiences by having events slated against one and other. To that end, the Committee determined that it is not helpful to request that the undergraduate organizations add to the programming burden by developing 20 additional campus-wide programs each year. Further, the Committee discussed the role of the Resident Adviser and Fraternity House Assistants and the robust programming guidelines developed for residence halls by the Residence Life Office. The Committee is convinced that the programming offered to students through the Residence Life Office meets the spirit of the metrics as defined.

Resident Advisers and Fraternity House Assistants are expected to provide programs within four themes: social/community building, cultural awareness and the arts, academic/intellectual and life skills. There is a further requirement that a minimum of three programs per month be completed including one passive program, one self-initiated active program and one campus supported active program. The programs are expected to cover each of the four themes at least once per semester. The Residence Life Staff uses pre-established learning outcomes for the programs and completes program assessments for each activity. The learning outcomes for each theme are listed below:

#### Social/Community Building

- Develop a sense of community on a floor/building
- Help students improve their interpersonal and social skills
- Expand social acquaintances and friendships among residents

#### Cultural Awareness and the Arts

- Introduce residents to cultural traditions that may be different than their own
- Provide opportunities for exposure to various forms of expression
- Familiarize residents with cultural and artistic campus options

#### Academic/Intellectual

- Offer an educational experience which may or may not be outside the residents' major or previous knowledge base
- Challenge residents to think critically about new or previously acquired knowledge
- Engage residents in intellectual discourse outside of the classroom

#### Life Skills

- Encourage residents to develop insight into themselves & others
- Introduce information to help residents better manage daily life and plan for their future
- Provide opportunities to practice skills to help residents better manage daily life and plan for their future

These programs are reviewed and supported by professional staff within Residence Life and it is unlikely that the current advising structure for the fraternities and sororities would produce uniformly stronger programming opportunities. To that end, the Committee set the established metrics for this objective aside. The accreditation program can and should be modified to incorporate mechanisms for assessing leadership development.

*The academic performance of students affiliated with fraternities and sororities must be comparable to the student body as a whole.*

The metrics related to academic achievement of affiliated students used GPA as the primary indicator of performance. The data are provided in Tables 1-10 on pages 24-27. Data were secured from the Office of Institutional Research, the Registrar or through Discoverer reports written by ITS to retrieve information from Banner. The Committee discussed the use of tests of statistical significance and acknowledged that what is being assessed is less about statistical significance and more about practical significance. We are using the statistics to describe conditions rather than make inferences. However, t-tests were run on the GPA information and statistically significant results are noted on the tables.

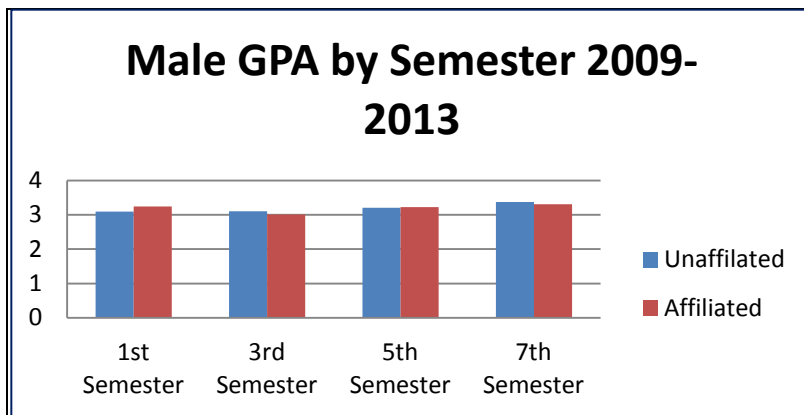


Figure 1: Male GPA by Semester 2009-2013

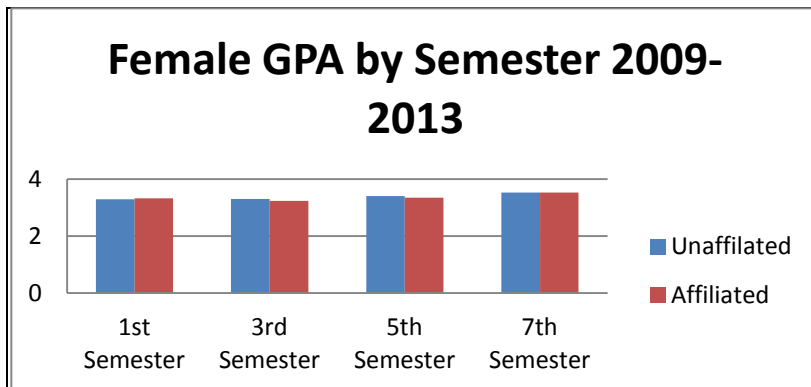


Figure 2: Female GPA by Semester 2009-2013

During the third semester, which is typically the semester of affiliation, a drop in GPA was noted in the original Greek Life Working Group Study and remains a concern at the conclusion of the assessment period. The difference in means between affiliated and unaffiliated students is statistically significant for both men and women in the third semester.

For men the gap closes by the fifth semester but reopens again in the seventh semester. For women the gap persists in the fifth semester but closes in the seventh semester with the seventh semester GPA identical for affiliated and unaffiliated women. The Committee discussed what it means to a student if there is a difference in GPA between a 3.31 and 3.37 and determined students may be willing to accept what they perceive as trade-offs in value by supplementing a slightly lower GPA with other benefits such as a sense of belonging and support.

It is most accurate to say that the academic performance is not identical but it is unclear if the difference represents a meaningful impact on student perception of their overall success or in their ability to be competitive post-graduation. It is also tempting to assume causation and to assert that any changes in GPA are the direct result of affiliation, but the data collected and statistical tests run simply describe conditions between two groups of students and not the cause of the difference. Nonetheless, the Committee felt that the clarity expressed in the accreditation process regarding acceptable levels of academic achievement will be more helpful than using terms such as comparable. There have been improvements, such as the higher GPA pre-affiliation and the narrowing of the gap by the 5<sup>th</sup> and subsequent semesters, but more attention needs to be paid to the sophomore fall experiences of the students.

*The disciplinary profile of members of fraternities and sororities, as well as the individual organizations, must be comparable to the student body as a whole and other student organizations.*

The Committee discussed the disciplinary information at several points. The original metrics, which called for comparison between organizational violations attributed to Greek and non-Greek groups could not be measured because there is no existing mechanism to track and adjudicate conduct from members of other organizations. This is a resource issue in that club membership in other student organizations, including club sports, is extremely difficult to track. Their membership changes continuously unlike Greek affiliation, which is generally understood to be for life. Further, Greek affiliation is tracked in Banner and kept up to date by the Adviser to Fraternities and Sororities. Similar tracking occurs only with Division I athletes and is maintained by the Athletics Department.

Examining individual conduct also presented challenges. The decision of the Committee to track reports of sexual misconduct was reversed in the second year. Comparison of sexual misconduct between groups for the purpose of this study has the potential to discourage reports of this serious breach of the law and College policy. The information related to metrics regarding individual conduct is provided in Tables 11-14 on pages 27-28. For the period of this study, 2011-2013, approximately 10% of the unaffiliated student population (excluding first-year students) received a sanction of warning, disciplinary I or disciplinary II probation compared to 7% of the affiliated population. Examining just the students who are placed on probation,



30.58% of the sanctions of warning probation, disciplinary I or disciplinary II probation are attributable to affiliated students who make up 39.16% of the corresponding class years within the population. The percentage of the population who receive sanctions of warning, disciplinary I and disciplinary II probation is higher in the unaffiliated students (10%) than the affiliated students (7%).

Members of the Committee believe that strengthening the standards/judicial boards within the organizations to hold members accountable for their actions is required and further believes the College should support this effort by providing training to the board members. There were no substantive conduct concerns that the Committee discussed, other than to affirm that it is expected that Greek organizations support and abide by College policies and the laws of the Commonwealth of Pennsylvania.

### **Recommendations**

The Committee acknowledged that the charge was quite difficult due to shifting institutional and committee leadership and changed leadership of the Committee combined with a lack of clarity about what the group was ultimately expected to report. It was also apparent that this was far from a typical observation of behavior, as the students knew they were being closely scrutinized. To that end, the Committee recommends, in the strongest possible terms, that the periods of assessment and observation conclude. The members of the Committee suggest that a robust annual accreditation process, with reporting to the appropriate faculty and board committees, replace oversight committees constructed solely to measure progress by groups. The accreditation program will need to be refined, prior to August 2014, to include consequences for failing to meet any single objective and will be subject to further annual review and revision.

The objective on transparency and open access has not been met and, in the opinion of the Committee, the goal of entirely open access could never be met by fraternities and sororities or any other values based organizations. If, as an institution, we must have a process that is entirely open, these types of organizations are not a good institutional fit. The members of the Committee recognize that strides have been made regarding affirming non-discrimination and demonstrating higher degrees of transparency by the organizations, but believe there is more work to be done.

Specifically, the Committee expects that organizations embrace the College statement on non-discrimination, understanding that they will remain single gender. Furthermore, the Committee recommends that by August 2014 each organization identify more specifically the types of information they will use to make selections, including GPA, conduct (if higher than College standards), prior experience in service or leadership, and definition of legacy status.

Additionally, it should be clear to students how these criteria are being evaluated - interviews with students, small group activities, interviews with alumni etc. There is no requirement from the Committee that the organizations divulge specific weighting of criteria or specific questions that will be deployed to collect information but it should be clear to prospective students what information will be considered and how.

The Committee acknowledges that we have likely seen all the change we will see in the organizations without the addition of resources, human and financial. Members of the Committee discussed the struggle to implement the comprehensive recommendations issued by

the original Working Group and concur that a single FTE devoted to the oversight of close to 650 students stretches resources unreasonably thin.

The Committee recommends that expansion not be considered until it is certain that the accreditation program generates the information the College requires to gauge the health of each organization and until it is clear that there is a sustained demand for new organizations. The Committee considered the potential of adding historically Black or Latino organizations, but ultimately affirmed that demand for these organizations is not fully understood and recognizes that it would be difficult to add any organizations within the current oversight structure.

To gather information about the interest of men in the fraternal experience and to help gauge sustained interest, the Committee requires that the fraternity component of ICS software be deployed to manage the recruitment process for fraternities. This is not a requirement that men transition to a formal process, such as the one used by the women, but only that they collect information about men interested in the process and complete the grade release materials using this software.

### **Feedback from Community Forums**

Members of the committee met with Student Government, Faculty Committee on Student Life, AISB, current fraternity and sorority Presidents and held two open forums for students, faculty, staff and interested members of the community. Material from AISB is provided on pages 29-35.

The following themes emerged from these feedback sessions:

- Expressed frustration that this period of assessment did not result in a more definitive path forward by either permitting immediate growth of Greek organizations or eliminating existing organizations
- Support for ending periods of targeted study of Greek organizations and the use of a robust accreditation program for organizations, which extends to having all student organizations complete annual reviews
- Desire to expand number of recognized organizations, particularly expressed by alumni and a portion of the students who attended open forums
- Concern that the metrics and/or report failed to adequately define non-discriminatory
- Expressed belief that allowing more competition would strengthen the experience for students (permitting a free market)

**2013-2014 Lafayette College Accreditation Program**  
*Revised January 2014*

<b>Pillars</b>	<b>Chapter Standards</b>	<b>Good Standing</b>
<b>Scholarship</b>	Chapter GPA Meets Non-Affiliated Average	√
	Chapter Hosts a minimum of 1 Academic Program/semester	√
	Chapter employs successful intervention programs for at-risk students	√
	Chapter recognizes outstanding academic performance of members	√
<b>Leadership</b>	Participation at programs/events outside of Lafayette College	√
	Chapter attendance FS Life and/or College sponsored programs and events	√
	Member involvement in leadership positions outside of chapter	√
	Chapters collaborate and co-sponsor events with other chapters (minimum 1/semester)	√
	Chapters collaborate and co-sponsor events with Offices/Organizations outside of Greek Life (minimum 1/semester)	√
<b>Service</b>	Chapters perform regular Community Service (coordinated through Landis Center)	√
	Chapter contributes to national Philanthropy regularly	√
<b>Chapter Development</b>	Chapter has an active faculty/staff advisor; alumni volunteers; housing corporation	√
	Chapter recruits members that reflect organizational values	√
	Chapter adheres to Lafayette College New Member Education requirements	√
	Chapter engages in regular developmental activities	√
	Chapter submits current and new member rosters in timely manner	√
	Chapter's disciplinary profile is comparable to student body	√
<b>Administrative Duties</b>	Chapter creates budget	√
	Chapter pays IFC/Panhellenic Dues in timely manner	√
	Chapter pays down L account balance annually	√
	Chapter works with Residence Life/House Corporation to maintain facility at exception level of care	√
	Chapter maintains positive working relationship with Office of Residence Life (requirements outlined below)	√

Fraternities and Sororities contribute to the mission of Lafayette College by developing students' skills of critical thinking, verbal communication, and quantitative reasoning and their capacity for creative endeavor. Each chapter should strive to exemplify the mission of Lafayette College by encouraging students to examine the traditions of their own culture and those of others, to develop systems of values that include an understanding of personal, social, and professional responsibility, and to regard education as an indispensable, life-long process.

The Lafayette College Fraternity & Sorority Life Chapter Accreditation Program is designed as a mechanism to measure each chapter's health and performance through key categories: Scholarship, Leadership, Service/Philanthropy, Chapter Development, and Administrative Duties. Chapters should use the Accreditation Program as a roadmap for success that guides them towards achieving a high level of viability. As a matter of self-evaluation, the program will be a useful tool in establishing a chapter vision, goals for the academic year, and to track performance in each of the key categories. It is a flexible document that allows for creativity in accomplishing program elements throughout the year. Your chapter has the unique opportunity to showcase not only to your respective National office the positive contributions that your chapter engages in year-round, but also to the Lafayette College campus.

The Accreditation Program may also be used by the Office of Fraternity and Sorority Life to evaluate how well chapters are meeting their goals. Critical feedback can/will be provided to chapters at all levels on how to improve upon their goals. Individuals and Chapter leaders will be equal stakeholders in ensuring that every member plays an instrumental role in their personal growth and development as well as the chapter as a whole. This program will challenge students to think critically about their role within the chapter and how they help to contribute to their own personal growth and development in these key areas but also the chapter as a whole.

Chapters will be evaluated based upon their performance in the five key categories. Chapters that do not meet minimum standards will be deemed Not in Good Standing with the Office of Fraternity & Sorority Life and may run the risk of being placed on restrictive probation or lose recognition by Lafayette College.

All chapters are expected to fulfill the standards requirements as outlined above. A chapter that completes these minimum standards will have achieved Good Standing by the Office of Fraternity & Sorority Life. To achieve Bronze-Gold Level standings chapters will engage in programmatic requirements that are explicitly outlined in this document, while others may be fulfilled using a chapter's creativity and ingenuity. Refer to the grading scale under each standard to determine specific requirements. Some standards may ask for a specific number, % of attendance, or documentation. Other standards may be fulfilled by the effort that the chapter demonstrates. A gold level rating may be placed on a standard requirement by clear evidence that the chapter has gone above and beyond to meet that requirement. A standard with (\*) denotes no additional requirements to fulfill the standard.

A chapter that achieves the top level of achievement will be rated Gold Level standing. A Gold Level chapter will be recognized by the Office of Fraternity & Sorority Life for their achievements which may include, but is not limited to: press releases, possible recognition from the Office of the President, being placed in the running toward winning outstanding chapter of the year award, and more.

For questions or assistance in helping your chapter to achieve these standards at the Good Standing-Gold Level, please contact the AD of Residence Life, Advisor to Fraternities & Sororities, Daniel Ayala, [ayalad@lafayette.edu](mailto:ayalad@lafayette.edu) or x5580.

### Scholarship

1. Chapter's semester GPA's meet non-affiliated student averages.  
**Bronze** = .05 higher;  
**Silver** = .15 higher;  
**Gold** = .25 or higher.
2. Chapter engages in at least one academically related program per semester. (Faculty Tea and other socially oriented program can only count once)
3. Chapter employs academic intervention strategies that are employed for at-risk affiliated members.
4. Chapter has developed system of recognition for outstanding academic performance by chapter members.

### Leadership

5. Chapters participate in outside LC leadership experience sponsored by National office or other programs such as NGLA, AFLV, FuturesQuest, UIFI, IFC Academy, etc. Supporting documentation of attendance will be required.  
**Bronze** = A summary paper of the experience;  
**Silver** = Development of an action plan to implement within chapter;  
**Gold** = Successful implementation of action plan with report on findings/results.
6. Chapters has minimum of 75% total chapter attendance at FS Life sponsored or College-wide sponsored programs – New Member Education, outside speakers, outside programs, etc. (hazing, risk management, substance abuse, gender studies, body image, TIPS training, etc.) to achieve Good Standing. This excludes socially oriented programs like Homecoming, All-College Day, and similarly themed events.  
**Bronze** = 76%-80% chapter attendance + chapter discussion/group process  
**Silver** = 81%-85% chapter attendance + Bronze requirement & summary  
**Gold** = 85% and above chapter attendance + Silver requirement & implementation of a program.
7. Greek members are involved in leadership capacities within other student organizations, club sports, RA positions, orientation leaders, team sports, honor societies, culturally based organizations, etc. Chapters must achieve 50% of member's involvement in other activities.  
**Bronze** = 60%-70% involvement;  
**Silver** = 71%-80% involvement;  
**Gold** = 81% and higher.
8. Chapters collaborate and co-sponsor with other Greek chapters (excludes socially oriented programs and Greek Week)  
**Bronze** = 2  
**Silver** = 3  
**Gold** = 4
9. Chapters collaborate and/or co-sponsor events with student organizations and/or Offices outside of FS Life.  
**Bronze** = 2  
**Silver** = 3  
**Gold** = 4

### Philanthropy & Service

10. *Chapter actively participates in service initiatives.* Service initiatives should be coordinated through the Landis Center to ensure proper clearance checks are met, the numbers of individuals participating in service can be tracked, and the number of hours recorded.  
**Bronze** = minimum of 3 hours of service monthly (Sept-Nov; Feb-April).

**Silver** = minimum of 6 hours of service monthly.

**Gold** = minimum of 10 hours of service monthly.

11. *Chapter contributes to national Philanthropy annually.*

**Bronze** = at least 1 fundraising activity per semester. The minimum dollar amount raised by each chapter member per academic year is \$10.

**Silver** = chapter should engage in at least 1 fundraising efforts and 1 co-sponsored event with another student organization or Greek chapter. The minimum dollar amount raised by each chapter member per academic year is \$20.

**Gold** = chapter should engage in at least a minimum of 1 large-scale event that contributes significantly to philanthropy. The minimum dollar amount raised by each chapter member per academic year is \$40.

### **Chapter Development**

12. \*Chapter has an active faculty/staff advisor; alumni volunteers; housing corporations to assist in chapter and facility development.
13. \*Chapter recruits members that reflect values of organization. For NPC organizations – formal recruitment and COB efforts result in reaching quota and chapter totals. For NIC organizations – a number that is best determined by National office and facility occupancy requirements.
14. \*New member education requirements –new members sign MRBBA and/or new pledge forms, strict adherence to 3 week time period are enforced, and chapter submits verification that new member education is complete by deadline.
15. Chapter regularly engages in organizational development activities, including ritual (conflict resolution exercises, wellness programs, peer/peer accountability, event planning, personality/leadership assessment programs, team building, goal setting, and brotherhood/sisterhood events). ***All ritual registration must be completed a minimum of 5 business days in advance for approval.***
- Bronze** = submission of calendar of developmental activities
- Silver** = calendar + Lafayette College collaborator/co-sponsor/facilitator
- Gold** = calendar + outside Lafayette College facilitator to lead developmental activities
16. \*Chapter submits new member and all member rosters in a timely manner (due within one week after recruitment; December 1 and May 1 for grade reports)
17. Chapter's disciplinary profile is comparable to student body. **Gold = 0 cases on file.**

### **Administrative Duties**

18. \*Chapter creates a budget. Incoming/Outgoing funds should be reflected accurately.
19. \*Chapter dues are paid to IFC/Panhellenic in a timely manner. Deadline dates will be established by the respective councils;
20. \*Chapter pays outstanding bills to L accounts annually
21. \*Chapter works with College or House Corporation to adequately maintain house. Chapter house should always look presentable. Chapter should ensure issues are regularly reported and fixed in a timely manner to Plant Operations.
22. \*Chapter maintains positive working relationship with the Office of Residence Life. Chapters should fill occupancy requirements, turns in rosters on time, and work with staff to open/close facilities at the beginning and end of each semester properly.

### **Reporting Instructions:**

Chapters will determine which level status they intend to achieve throughout the remainder of the year. Chapters will be responsible for tracking their progress throughout the semester and supply necessary updates/information to Advisor of Fraternities & Sororities as needed. Based upon your selection chapters will construct a multimedia piece (YouTube/Vimeo/other form video, power point, or other avenue) that showcases chapter's accomplishments in meeting the above criteria. Multimedia pieces will allow for chapters to self-report in an informational, creative, and powerful way. Multimedia pieces will be due no later than 5PM on Friday, April 11, 2014. Chapters will be evaluated by a panel of campus professionals (TBD) based upon the creativity of the multimedia piece, thoroughness of the presentation content (ensuring all key activities are completed and showcased for the specific achievement level the chapter is aiming for), length (5-7 for videos; 10-15 minutes for power point presentations), and preparedness of presenters. Chapters will be awarded a standing level and be given a written response paper with ways to improve their standing moving forward. Chapters will be notified of their standing at "TBD venue".

## Academic Performance Information

Table 1: GPA 1st semester students fall 2009-spring 2013

		N	Mean	Std Dev
Males	Never Affiliate	1330	3.09	.65
	Affiliate	295	3.24*	.41
Females	Never Affiliate	884	3.29	.57
	Affiliate	547	3.32	.42

\*statistically significant  $p = .05$

Students who later affiliated have higher 1<sup>st</sup> semester GPAs than their peers who never affiliated.

Table 2: GPA 3rd semester students fall 2009-spring 2013

		N	Mean	Std Dev
Males	Unaffiliated	1124	3.10	.67
	Affiliated	369	3.01*	.56
Females	Unaffiliated	626	3.30	.55
	Affiliated	671	3.23*	.50

\*statistically significant  $p = .05$

For affiliated men and women the 3<sup>rd</sup> semester GPA is lower than the unaffiliated men and women.

Table 3: GPA 5th semester students fall 2009-spring 2013

		N	Mean	Std Dev
Males	Unaffiliated	1003	3.21	.63
	Affiliated	377	3.22	.52
Females	Unaffiliated	550	3.40	.55
	Affiliated	668	3.35	.43

Affiliated men perform at almost the same level as their unaffiliated peers. Affiliated women have a mean GPA that is .05 lower than their unaffiliated peers.

Table 4: GPA 7th semester students fall 2009-spring 2013

		N	Mean	Std Dev
Males	Unaffiliated	955	3.37	.57
	Affiliated	404	3.31	.54
Females	Unaffiliated	558	3.53	.45
	Affiliated	667	3.53	.39



Affiliated men have a mean GPA that is .06 lower than their unaffiliated peers. The GPA for affiliated and unaffiliated women is identical.

Table 5: Major distribution at Graduation for classes of 2010-2013

	Engineering	Humanities	Interdisciplinary	Natural Sciences	Social Sciences
Female					
Unaffiliated	86 18.94%	59 13.00%	37 8.15%	160 35.24%	112 24.67%
Affiliated	50 8.43%	109 18.38%	34 5.73%	213 35.92%	187 31.53%
Male					
Unaffiliated	284 37.97%	38 5.08%	45 6.02%	156 20.86%	225 30.08%
Affiliated	124 31.00%	30 7.50%	24 6.00%	70 17.50%	152 38.00%

A higher percentage of the affiliated men (38.00%) and women (31.54%) major in social sciences than unaffiliated men and women.

A higher percentage of unaffiliated women (18.94%) and men (37.97%) major in engineering than affiliated women (8.43%) and men (31%).

A higher percentage of affiliated women (18.38%) and men (7.5%) major in humanities than unaffiliated women (13%) and men (5.08%).

Table 6: Academic probation total cases

<b>Academic Probation</b>			
	Total	Greek Affiliated	Percentage of students on academic probation who are Greek Affiliated
Fall 11	42	4	9.52%
Spring 12	47	9	19.15%
Fall 12	39	3	7.69%
Spring 13	72	16	22.22%
Fall 13	44	5	11.36%
Total Fall 2011-Fall 2013	244	37	15.1%

Table 7: EXCEL Scholar total cases

Students who are identified as Excel research participants (current academic year data are unavailable)

Semester	Unaffiliated	Affiliated	Percentage of Excel students who are Greek affiliated
Fall 2011	66	26	28.26%
Spring 2012	63	25	28.40%
Fall 2012	75	24	24.24%
Spring 2013	75	21	21.88%
Total	279	96	25.60%

Summer Excel research was excluded, although this is the term that most students complete Excel projects, because some first-year students participate in summer Excel.

Table 8: Theses/Independent Study participation total cases fall 2008 and 2012

	2008 Thesis/IS	2008 Non-Thesis/IS	2012 Thesis/IS	2012 Non-Thesis/IS
Male				
Unaffiliated	90 (15.99%)	473 (84.01%)	101(14.96%)	574(85.04%)
Affiliated	35 (10.42%)	301(89.58%)	37 (15.23%)	206(84.77%)
Female				
Unaffiliated	77(20.98%)	290(84.24%)	80(20.46%)	311(79.54%)
Affiliated	64(15.76%)	342(84.24%)	64(14.32%)	383(85.68%)

The percentage of affiliated men who completed thesis/independent study in 2012 is higher (15.23%) than unaffiliated men (14.96%). The percentage of affiliated women who completed thesis/independent study in 2012 is lower (14.32%) than unaffiliated women (20.46%).

Table 9: Study abroad participation total cases fall 2011- spring 2014

Semester	Unaffiliated	Affiliated	Percentage of students who study abroad who are Greek Affiliated
Fall 2011	23	15	39.47%
Spring 2012	71	110	60.77%
Fall 2012	48	16	25.00%
Spring 2013	78	110	58.51%
Fall 2013	49	12	19.67%
Spring 2014	52	79	60.30%
Total	321	342	51.58%

Study abroad experiences that last less than a full semester (interim or May trips) are excluded.

Table 10: Dean's List total cases

Dean's List			
	Total	Greek Affiliated	Percentage of students on Dean's List who are Greek Affiliated
Fall 11	800	247	30.88%
Spring 12	791	223	28.19%
Fall 12	758	204	26.91%
Spring 13	802	222	27.68%
Fall 13	773	193	24.97%
Total Fall 2011-Fall 2013	3924	1089	27.7%

**Disciplinary Information**

Table 11: Conduct probation of individuals total cases

Fall 2011-Fall 2013 total number of instances sanctions of warning, disciplinary I and disciplinary II probation have been issued, excluding first-year students.

	Number on probation and percentage of violations attributable to each group
Unaffiliated	336
	69.42%
Affiliated	148
	30.58%
Total	484

Of the group who are sanctioned, affiliated students make up 30.58% of the total. Within the corresponding class years within the student population, affiliated students make up 39.16% of the total.

Table 12: Conduct violations total cases

Fall 2011-Fall 2013 total number of conduct violations where student is found responsible, excluding first year students. This is total number of violations, not total number of students.

	Total
Unaffiliated	1064
	66.29%
Affiliated	541
	33.71%
Total	1605

Table 13: Recidivism of individuals

Fall 2011-Fall 2013 with violations in the first-year counting if there is a subsequent violation. Violations that occurred in first year are counted as Greek affiliated if a student had subsequent violations after affiliating.

	Student second violation	Student third or more violation	Total students with two or more violations
Unaffiliated	82	28	100
	84.53%	100%	86.95%
Affiliated	15	0	15
	15.46%	0.0%	13.05%
Total	97	28	115

Affiliated students make up 15.46% of the total students who are sanctioned twice for violations of College policy. Affiliated students make up 13.05% of the total students who are considered repeat offenders.

Table 14: Sanctions issued

Fall 2011-Fall 2013 most commonly issued sanctions, excluding first-year students.

	Unaffiliated	% of Total	Affiliated	% of Total	Total
Warning	98	59.76%	66	40.24%	164
Warning Probation	184	63.45%	106	36.55%	290
Alcohol Education	205	76.78%	62	23.22%	267
Fine	208	62.65%	124	37.35%	332
Parental Notification	182	69.20%	81	30.80%	263
Disciplinary Probation I	114	75.00%	38	25.00%	152
Disciplinary Probation II	38	90.48%	4	9.52%	42
Suspension	11	100.00%	0	0.00%	11
Expulsion	1	100.00%	0	0.00%	1
	1041	68.40%	481	31.60%	1522

**AISB Meeting**  
**Monday April 7, 2014 9PM (Conference Call)**  
Dial in number: 1-888-204-5987  
Participant code: 6679083  
**Meeting Minutes**

- I. Call to Order** **9PM**  
a. Mr. De Lisi serving as Chair. Mr. Messick serving as secretary.
- II. Roll Call**  
a. Alumni Attendees: Alpha Gamma Delta (Courtney DeThomas '02), Alpha Phi (Jennifer White '04), Delta Delta Delta (Laura Werkheiser '09), Delta Kappa Epsilon (Michael De Lisi '03), Delta Upsilon (Bill Messick '68), Kappa Kappa Gamma (Molly McDonald '06), Phi Kappa Psi (Carson Gentry '13), Zeta Psi (Kevin Canavan '76)  
b. Student Attendees: Panhel (Catherine Lomanto '15)  
c. Administrator Attendees: Advisor to Fraternities & Sororities (Daniel Ayala)  
d. Invited Guests Attendees: VP of Campus Life (Annette Diorio), Director of Alumni Relations (Rachel Moeller)  
e. Not Present: Delta Gamma (Casey Sharkey '09), Pi Beta Phi (Susan Kowalenko '86), IFC (Nathan Diaz '15)  
f. Approval of Minutes: Zeta Psi did not receive minutes from 3/25/14 call. Chair to redistribute via mailing list.
- III. IAGGL Draft Report** **9:05-9:55PM**  
a. Explanation of Draft Report of the Implementation and Assessment Group on Greek Life presented by Annette Diorio.  
b. AISB Concerns Discussed:  
i. Draft recommendation on transparency, open access, and selectivity  
ii. Draft comments on annual accreditation process  
iii. Additional College support for Greek life  
iv. Draft recommendation on no additional expansion  
v. Management of fraternity recruitment process via ICS  
vi. Perspective of student leadership  
c. IAGGL Draft Report will be posted on College website for comment  
d. AISB members encouraged to discuss report with members
- IV. AISB Draft Advice on Fraternities and Sororities** **9:55PM**  
a. Received suggestion to incorporate AISB concerns expressed during this meeting into the draft advice to the two trustee committees.
- V. Adjournment** **10:10PM**

## ***Feedback Summary***

### **I. IAGGL Data and Assessment Summary**

IAGGL assessed fraternities and sororities achieved the objectives for academics and discipline. IAGGL also believes fraternities and sororities met the objectives for demonstrated learning opportunities as measured through existing residence life programs. IAGGL found fraternities and sororities demonstrated progress at improving transparency and communication in recruitment including practiced non-discrimination policies. IAGGL concluded open access such as a lottery for membership is not a realistic expectation of values based groups such as fraternities and sororities that select membership according to the fit of prospective members with their groups' values.

AISB appreciates the acknowledgement that improvements during the IAGGL process came largely from the efforts of students in fraternities and sororities.

### **II. IAGGL Recommendations**

#### **a. College implementation of ICS for informal fraternity recruitment**

AISB supports and welcomes the College improving data collection to identify students interested in joining fraternities through the ICS system, which is currently only used by sororities. This will also have the benefit of increasing objectivity in recruitment via of a scalable process to make objective information such as candidate academic performance (including GPAs) and co-curricular and extra-curricular activity available to chapters.

#### **b. College implementation of an accreditation process**

AISB supports an accreditation program for fraternities and sororities. An annual accreditation process is a best practice Lafayette College successfully employed in the past to gauge the relative strengths and areas of development for fraternities and sororities. Historically, this process successfully predicted struggling chapters; AISB welcomes the opportunity to use accreditation to enable expansion.

#### **c. Expansion**

The temporary moratorium on expansion was issued until the conclusion of the IAGGL process. With the conclusion of IAGGL, the moratorium should be lifted. The College needs the flexibility to make decisions about transitioning groups off and on campus. Recognition of new chapters has not happened in over 20 years; lifting the moratorium does not necessarily

guarantee expansion.

AISB supports a system whereby student demand, or lack thereof, drives expansion or contraction of the recognized fraternities and sororities at Lafayette College. Decisions on specific applications for recognition must consider the existing community and direction of the College.

AISB believes there is significant unmet demand among the student body that warrants consideration of recognizing additional fraternity chapters. Currently recognized fraternities welcome the opportunity for increased competition.

**d. Selectivity**

IAGGL notes that entirely open access is impossible for values based organizations such as ours and raises the question of whether or not selectivity is a good institutional fit. Lafayette College is itself highly selective with selective institutions within the College. Selectivity is a natural part of Lafayette that manifests across campus in McKelvy House, the performing arts, athletics, CaPA fellows, etc.

# LAFAYETTE COLLEGE

To: Susan B. Carras '76, Chair of Trustee Committee on Development and Alumni Relations  
Robert E. Sell '84, Chair of Trustee Committee on Student Life  
From: Michael De Lisi '03, President of Alumni Interfraternity and Sorority Board (AISB)  
Nathan Diaz '15, President of Interfraternity Council  
Catherine Lomanto '15, President of Panhellenic Council  
Date: April 28, 2014  
Re: Advice on fraternities and sororities

## **Background**

The intended outcome declared when launching IAGGL was to “support a Greek system that complements and enhances the living-learning environment that characterizes Lafayette at our best.” Greek students and alumni worked closely with the administration to realize the Trustees’ goals. AISB is comprised of the alumni leaders of all recognized fraternities and sororities as well as students representing undergraduate councils.

After implementing the Board’s approved recommendations from the Working Group on Greek Life, students and alumni expected that success or significant progress measured by IAGGL would result in a renewed commitment to the partnership between the College and recognized Greek organizations.

It was also understood that failure to demonstrate progress could have meant the termination of that partnership, which is partly why a temporary moratorium on recognition of new groups was issued until IAGGL concluded. An unfortunate side effect of this moratorium has been denying requests for co-educational, multicultural, and service based groups that would expand access and thereby increase inclusion.

In announcing IAGGL, President Weiss and the Board specifically called for “the assistance and support of our Greek students and alumni in achieving these important goals.” AISB answered that call and appreciates the College following through on the commitment to provide a transparent process.

Consider President Weiss’ statements in his June 2013 State of the College address: “We’re finding our way with Greek organizations now. We’re working in partnership with the students as closely as we ever have. They’re supportive of these initiatives. They’re performing at the levels we’ve asked them to. Their academic achievements are commensurate with the student body as a whole. And I’m proud of that. I think the way forward with them will be positive and I think that will be an important achievement for us so that we can all be rowing together.”

These statements coupled with the subsequent IAGGL progress reports led students and alumni to expect the final IAGGL report to find, on balance, success at fulfilling the Board’s



goals even though only demonstrated progress was called for. We were pleased to learn IAGGL found success at achieving several objectives, notably academic performance, student discipline, and demonstrated learning opportunities with significant progress towards transparency in selection of members.

As part of the Alumni Attitude Survey provided by the Performance Enhancement Group to Lafayette College, the consultant highlighted the fact that independent (non-Greek affiliated) alumni across

generations responded in much the same way as Greek-affiliated alumni when asked about the College's level of performance in supporting fraternities and sororities. Over 50% of responders from both groups felt that Lafayette did a fair or poor job in supporting fraternities and sororities, regardless of that activity's importance to them individually. Moreover, free-response comments by independent alumni contain the recurring theme of expressing disappointment at the College's handling of Greek chapters, which they characterize as unfair. Although there has not been a statistical analysis of comments on this topic, one representative comment is "The College needs to outright halt its persecution of Greek life. I am not affiliated with a house and did not want to be during my time at Lafayette, but the tactics and methods employed by the school are egregious, disappointing, and obvious akin to a witch hunt."

Results from independent alumni reinforce the importance of fulfilling the expected outcome of renewed partnership. Given the progress in fraternities and sororities under IAGGL, we are concerned about potential deleterious effects on alumni's perception of the College as well as on the 650+ students currently active in recognized fraternities and sororities if another course of action is taken.

## **Recommendations**

Given President Weiss' public comments on IAGGL in June, subsequent IAGGL reports, and the intended outcome, AISB unanimously recommends the Board of Trustees recommit to a documented long-term relationship with the Greek community at Lafayette College and the Trustees:

- (A) Direct the administration to craft a formal relationship statement consistent with successful practices at other institutions of higher learning that renews the partnership between Lafayette College and recognized fraternities & sororities to fulfill the Mission Statement for Fraternities and Sororities;
- (B) Acknowledge that the fraternity and sorority community at Lafayette College has evolved as directed under Board of Trustees approved policies, meeting the College's expectations;
- (C) Affirm that the fraternity and sorority community shall continue to contribute to the academic and social life of Lafayette, advancing the Mission of the College;
- (E) Upon adoption of a formal relationship statement, lift the moratorium of expansion / recognition of fraternities and sororities by resuming accepting applications for recognition.

These recommendations are wholly consistent with past Board of Trustees actions and align with the expectations as IAGGL's important work draws to a close. Any application process for recognition should be a robust process enforcing strict standards.

*The College called for fraternities and sororities to perform in 4 areas; we did perform.*

## **Vision Towards the Future**

After a decade of study, it is time to focus on the future. Residential colleges provide unique opportunities to nurture the inquiring mind. If Lafayette builds a social environment around core institutional values with the support of students, faculty, administrators, staff, alumni, family, and friends, the College will be so much better off than it is today. Fraternities and sororities are a natural piece that can fit into a broader vision flowing from the Integrated Student Experience that builds on a strengthened first year student experiences by complementing the four year arc of offerings for all students, including those who choose not to participate in Fraternity and Sorority Life.

Students and alumni in fraternities and sororities remain committed to making Lafayette College an even greater institution. Each of our recognized chapters is based on values congruent with those elicited from students, faculty and administrators during Laf360, including those values that each stakeholder group thought deserved most emphasis (intellectual curiosity/passion, and honor/integrity) given finite resources.

Recognized fraternities and sororities can be one of many options available for students to explore during their time at Lafayette College in an experience that integrates their intellectual, personal, and social growth.

Critical components of the residential experience supported by each recognized fraternity and sorority include:

- Enhancement of the social and intellectual life of the campus
- Promotion of a love of learning with a lifelong bond to Lafayette College
- Opportunities for social and interpersonal development as well as the exploration of cultures other than one's own
- Embodiment of civic mindedness through service learning and philanthropy tied to individual and organizational values
- An inclusive community that accepts members without consideration of race, ethnicity, national origin, religion, disability, or sexual orientation.

These components reflect values that extend beyond fraternities and sororities to the entire student body and faculty.

We welcome the opportunity for our students to demonstrate success at meeting the College's expectations under a new accreditation process. Groups such as ours can, should, and must be held accountable to both the College's, and our own, values.

The relationship statement should reflect our shared institutional values as well as provide for the level of student demand to drive expansion or contraction of fraternities and sororities with appropriate oversight from the administration, faculty, and trustees as one of many options for students to choose from as part of a vibrant student experience at Lafayette College. Lifting the moratorium now but requiring a more robust application process before acting on applications threads the needle and generates significant goodwill by acknowledging the success of the IAGGL process.

Let us help move the College forward.

We, and the rest of AISB, look forward to working with you to build an outstanding student experience at Lafayette College. Renewing our partnership with a formal relationship statement is an important step.

Cc: Alison R. Byerly, President of Lafayette College;  
Annette Diorio, Vice President of Campus Life and Senior Diversity Officer;  
Bruce Maggin '65, Chair of Trustee Committee on External Affairs;  
Michelle Geoffrion-Vinci, Chair of Faculty Academic Policy Committee  
Lee Upton, Chair of Faculty Committee on Student Life