

Strengthening Greek Life Background

Strengthening Greek Life

This Web site has been created to help keep members of the extended Lehigh family informed about Greek life at Lehigh today. Greek life at Lehigh has enjoyed a long history. We seek your help in our efforts to strengthen the Lehigh Greek system by sharing your comments, ideas and suggestions. Please e-mail your comments, ideas and suggestions to: alumni@lehigh.edu

Current State of Affairs

Overview

Lehigh hosts one of the oldest Greek systems in the country. Since the founding of our first chapter, Chi Phi in 1872, the system has remained in continuous existence for 130 years. Steeped in tradition and a source of great pride and positive influence for many, the Greek experience has played a significant role in campus life at Lehigh.

Currently, just over 1300 undergraduates are affiliated with 23 fraternities and 9 sororities. Thirty-three percent of the undergraduate males are fraternity members and forty-three percent of undergraduate females belong to sororities. Fraternity numbers are declining, consistent with recent national trends, while sorority membership numbers are increasing. Despite the overall decline in participation rates, Lehigh's Greek membership rates are still significantly higher than the national average, approximately 18%.

Over the past decade, there have been numerous efforts, system wide and house specific, to help fraternities and sororities meet their obligations and achieve their potential. In 1996, a Trustee led committee affirmed the value of a healthy Greek system, specified minimal expectation for chapters and established a process for regular feedback to all groups. Two years ago, an ad hoc Trustee task force, charged with examining deferred maintenance and capitol improvement issues in fraternities, identified needs and created options to help fraternities meet their financial obligations. And, university staff, particularly in the Dean of Students office, dedicate substantial time and effort, working with undergraduates, alumni and national representatives to improve the Greek experience.

Despite this institutional and individual commitment, Lehigh's fraternity and sorority system faces genuine threats to its long term health. Failure to address, and in some cases even to acknowledge, fundamental problems such as alcohol abuse, hazing, poor living conditions, declining membership and a lack of leadership, has placed individual chapters, especially fraternities, at serious risk.

To be sure, there are positive qualities of Greek life including higher graduation rates, opportunities for service and leadership and life long friendships. It is in the spirit of preserving these positive attributes and achieving the true potential of Greek life that we need to acknowledge and address the chronic problems that threaten the very existence of, let alone the quality of the experience in, many of our chapters. The links below provide additional data to help you better understand the present circumstances.

After you have reviewed the information describing the present circumstances, please check the **Moving Forward** section of this web site to learn about what we are doing to achieve our goal of strengthening the Greek system. Finally, please know that our best chance for success is grounded in a collaborative effort that includes students, alumni, administrators and representatives of the national offices. We hope you will support this important endeavor.

Moving Forward

The challenge before us is to determine how to help fraternities and sororities recognize and address the genuine threats to their continued existence. This process began at the Greek Leadership Retreat last January where many of these concerns were identified.

Despite recognition of significant problems and our efforts to support groups, it's clear we cannot hope to succeed by simply continuing down the present path. Click [here](#) for an overview of the action plan.

To assist in this endeavor, we have engaged NPower, a company made up of individuals who have extensive experience working with fraternities and sororities at the national and local level. They have been asked to conduct a candid, comprehensive assessment of our current Greek system and to develop recommendations for improvements. For additional information on the NPower consultants, click [here](#).

Concurrently, a task force comprised of alumni, students, faculty and staff is being convened. It will evaluate recommendations from the consultants and determine what specific steps should be taken that will help ensure the future of Lehigh's Greek system is a healthy one.

An important part of this process is soliciting feedback and suggestions from alumni. We encourage you to provide your comments via e-mail to alumni@lehigh.edu.

Although the challenge is substantial, we must work together to insure that the Greek system at Lehigh succeeds. Of course, success is not merely survival. Fraternities and sororities must be committed to the principles and ideals of the University, willing and able to make a positive contribution to student life at Lehigh.

Action Plan Overview

Improving the quality of Greek life requires a collaborative effort to address immediate issues at the chapter level as well as longer term, system-wide issues. The review process will continue throughout the spring and summer and into next fall. Click [here](#) for more details.

Action Plan

Goal: To ensure the long term success of the Lehigh Greek system by improving the quality of the Greek experience in accord with the principles and ideals of Lehigh University and the National fraternity and sorority organizations.

Process: Conduct concurrent, complementary efforts focusing on short and long term issues.

Focus:	Short Term	Long Term
	Chapter specific – aggressive	Greek system – thorough,

	efforts to address immediate concerns.	thoughtful review to improve quality of Greek experience
Main Responsibility:	Student Affairs in partnership with Alumni Association, Alumni & Student Leadership, GAC.	NPower, Task Force to Strengthen Greek Life
Action Steps:	<p>Reconstitute GAC</p> <p>Forge active partnership with AHC, GAC to focus on recruitment, pledge education (hazing, support for academics) and occupancy</p> <p>Solicit assistance from Nationals</p> <p>Offer leadership training and transition support to incoming Greek leaders</p> <p>Augment regular contact with IFC/Panhel to engage them in this effort</p>	<p>Launch website by 12/13/02</p> <p>NPower assessment to be completed by 4/25/03</p> <p>Solicit input and feedback from Board of Trustees in June '03</p>
Communication:	<p>10/16 letter to students/AHC officers</p> <p>Personal contacts with AHC to review chapter status, offer assistance</p> <p>Clarify process – what, why, how to key individuals/groups</p>	<p>Letter to Greek alumni (hard copy/e-mail) 12/13</p> <p>December Bulletin – letter</p> <p>March Bulletin – full feature</p> <p>Website – to inform and engage; FAQ, updated as process evolves</p>

AHC – Alumni House Corporation

GAC – Greek Alumni Council

NPower

We have engaged NPower, a company with broad expertise and background in Greek life on college campuses, to assist in our effort to strengthen Greek life at Lehigh. They will focus on long term, system-wide opportunities for improvement.

For more information about NPower, please click on the links below:

NPower Description

An integral partner in the assessment phase will be NPower, an Indianapolis-based consulting company that focuses on empowering the leaders of today and tomorrow. Members of this team will include a group of accomplished, dedicated and energetic individuals who have had great success in strengthening and re-energizing Greek systems at colleges and universities across the country. Karyn Nishimura Sneath, owner and CEO of Npower, will join Robert E. Baney III as the two on-site consultants for the first visit in early November.

Karyn, has spent nearly 20 years as an educator/consultant, association management senior staff member, and higher education administrator. She served as the education director of LEADERSHIP USA, a national leadership laboratory which provided services and resources to 500 organizations and 200 members. She also spent four years with the North-American Interfraternity Conference (formerly known as the NIC: National Interfraternity Conference) as the director of student services. In this role, she developed educational resource materials and workshops aimed at 400,000 undergraduate fraternity members belonging to the 64 inter/national fraternities of the NIC. A graduate of Western Illinois University with an undergraduate degree in public communication/human relations and a masters in college student personnel, Sneath headed up the student involvement program at Wichita State University, where she advised and trained leaders of fraternities and sororities.

Robert E. Baney III, executive director/editor of the Fraternity of Phi Gamma Delta since 1999, graduated from Penn State University in 1984 with a bachelors degree in civil engineering. At Penn State, he was a member of the Interfraternity Council and a varsity lacrosse player. After graduation, he was employed as a field secretary for the Fraternity of Phi Gamma Delta, visiting chapters in the Midwest and Southeast regions. Bob later served as the director of The LeaderShape Institute, a company specializing in ethics-based leadership development programs for college students and young employees. He has more than 15 years of experience in higher education and association management and has spoken to tens of thousands of student leaders.

Karyn and Bob will work together, along with a network of colleagues affiliated with fraternity and sorority councils across the country. Among the other members of the NPower input team will be a faculty member with 15 years of alumni affairs experience who served 20 years as a chapter advisor and president of a house corporation; a vice president of media and communications for North-American Interfraternity Conference (NIC); an assistant vice president for student affairs at a large Class I research university who is a former campus Greek advisor; a marketing and development professional from the LeaderShape Institute who is a former fraternity advisor and NIC traveling consultant; a past national president of a sorority; and two former executive directors of national fraternities. This group has the experience, tools, commitment to Greek life and record of success needed to help strengthen our Greek system.

Proposed Outline of NPower On-Campus Visits

VISIT # 1 November 4, 5, 2002

Focus on Leadership

Greek Leadership (IFC, Panhel)

Faculty Leadership (Provost, Deans, Faculty Chapter Advisors)

University Leadership (President)

Administrative Leadership

Alumni Leadership (LUAA Board members)

Others: Dean of Students, Assoc. Deans of Students, Fraternity and Sorority Affairs, Judicial Affairs, Faculty Advisors, Facilities, Residential Services

VISIT # 2 Tentatively set for February 2,3,4, 2003

Focus on Students and Alumni

Students:

- Greek Leadership (newly elected IFC, Panhel and Chapter Presidents)
- First year students who declined bids
- Freshmen who did not participate in rush at all
- Non-Greek students (i.e. Student Senators, UP, Gryphons)
- Fraternity and sorority rush chairs from chapters
- New member educators from chapters

Alumni: 2 – 3 alumni representatives of each fraternity and sorority.

Staff: as identified by NPower

VISIT # 3 Tentatively set for the last week of February 2003

Focus on selected Students and Alumni

Students:

- Newly initiated fraternity and sorority members
- Freshmen who did not participate in rush at all
- Individuals who affiliated but de-pledged in Spring 2002 or Spring 2003

Alumni: Greek Alumni Council

Staff: as identified by NPower

Greek Life Survey Executive Summary

Alumni and current students were asked to respond to five open-ended questions on a web-based survey in January and February 2003. There were 516 responses by the end of February. That is a low response rate, and the responses should be viewed with caution, as they may not reflect the views of students and alumni who choose not to participate in the survey. Of the group that responded 76.8% were Greek, 72.2% were male, and 62.3% were alumni.

1. What are the greatest strengths of the Greek community? Responses greater than 5%

Being part of a group, camaraderie 32.4%

Friendships, bond to students 20.3%

Life-long friendships 20.3%

Social life 16.7%

Leadership skills 15.1%

Volunteering, community service 12.0%
Support from others 8.9%
Relationships with alumni, networking 8.5%
Closer connection with Lehigh University 8.3%
Interpersonal, social skills 8.1%
Develop and accept responsibility 7.8%
Academic support, shared studies 7.4%
Teamwork, esprit de corps 6.6%
Learning to respect and live with others 5.4%
Organizational experience, management 5.8%

Men

Life-long friendships
A way of developing and accepting responsibility

Women

Friendships and a bond with students
Social life
Volunteering, community service, and philanthropy

Alumni

Life-long friendships
Leadership skills (particularly women)
Support from others (particularly women)
Interpersonal social skills
Organizational experience and management
Learning to respect and live with others
A way of developing and accepting responsibility

Greeks

Life-long friendships
Leadership skills
Interpersonal social skills
Organizational experience and management
A way of developing and accepting responsibility

2. What are the greatest weaknesses? Responses greater than 5%

Too much alcohol and partying 21.7%
Lack of administrative and University support, too many rules 18.6%
Social isolation in the Greek system, elitism, snobbery, cliquish 17.4%
Condition of fraternity house, maintenance of the house 7.6%
Negative effects of pledging and rushing 7.0%
Hazing 6.8%
Public perceptions 6.4%
Lack of personal responsibility 5.4%
Lack of unity among the Greeks 5.4%

Lack of leadership and training for leadership 5.4%
Academic issues 5.0%

Women

Negative effects of pledging and rushing (particularly current students)

Alumni

Hazing (particularly women)
Lack of leadership and training for leadership

Current Students

Lack of University support and too many rules (Over 30% of the current male students)
Negative effects of pledging and rushing
Lack of unity among the Greeks
Greeks
Lack of University support and too many rules
Public perceptions and negative stereotypes
Lack of personal responsibility
Lack of unity among The Greeks
Lack of leadership and training for leadership (alumni)

Non-Greek

Too much alcohol and partying (over 40%)
The social isolation of the Greek system and elitism (over 35%)
Academic issues

3. What opportunities (programs, ideas, projects, training, etc.) should be pursued to strengthen the system? Responses greater than 5%

Leadership and training issues 14.3%
Community and volunteer activities 12.6%
Recruitment, rushing, and pledging issues 9.5%
Alumni issues 9.3%
University involvement and cooperation 9.3%
House issues 7.6%
Leave them alone, reduce rules and regulations 7.2%
Unify Greek system and increase interaction with non-Greeks 6.2%
Stricter regulations and enforcement 6.0%
Substance abuse / counseling programs 5.4%
Focus on the positive 5.4%

Men

University involvement and cooperation
House issues

Women

Recruitment, rushing and pledging issues

Unifying the Greek system and increasing the interaction with non-Greeks
Focus on substance abuse and counseling programs

Alumni

Leadership and leadership training issues
Alumni issues

Current students

Recruitment, rushing and pledging issues
Leaving them alone (particularly male students)
Unifying the Greek system and increasing the interaction with non-Greeks

Greeks

Alumni issues

4. What are the threats against the system? Responses greater than 5%

Overly strict regulations, too many rules, police 20.5%
Lack of interest or support from the University 16.1%
Drinking issues, out-of-control partying 12.8%
Bad publicity / negative stereotypes / perceptions 11.6%
Irresponsible activities and judgments of some 7.4%
Declining memberships / reducing Greek system 6.4%
Hazing 6.2%
Deterioration of the houses / poor living conditions 5.6%
Drugs/threat of drug abuse due to harsh policies 5.0%

Current Students

Overly strict regulations and too many rules (over 30%)
Lack of interest and support from the University
Drinking issues and out-of-control partying
Declining Greek memberships

Greeks

Bad publicity and negative stereotypes

5. In order for the fraternity/sorority community to be successful, I believe it needs . . .

Responses greater than 5%

Commitment and support from the University 23.8%
Alumni support and guidance 12.0%
Leadership and leadership training 8.3%
Loosen regulations and police control 8.1%
Self-government, leave them alone 7.6%
Positive focus, pride, purpose 7.4%
Improve recruitment, rush and informing freshmen 5.8%

Males

Self-government and being left alone

Women

Improving rush and recruitment and informing freshmen

Greeks

Commitment and support from the University

Alumni support and guidance

Alumni

Alumni support and guidance

Current students

Loosening regulations and police control

Self-government and being left alone

Improving rush and recruitment and informing freshmen

How Can I Help?

We must work in partnership - students, alumni and administrators - to strengthen the Greek system. There are both short and long term issues to address. The most immediate issues many chapters face are behavioral (alcohol abuse, hazing) and membership (rush and retaining upperclass student involvement). Please contact your alumni house corporation officers to let them know you are interested in helping out.

President Farrington's Letter

Fraternalities and sororities have been integral to student life at Lehigh for much of its history and have strengthened the university in many ways. Pride in this heritage and commitment to its future have prompted significant efforts in the past to support Lehigh's Greek system and help individual chapters achieve their potential.

Despite these efforts, Lehigh's Greek system today faces major challenges. Chronic problems such as alcohol abuse, hazing, poor living conditions, and declining membership have placed individual chapters at serious risk.

Lehigh's situation is hardly unique. Greek systems nationwide are facing similar problems and many are in decline. While some institutions have dealt with the situation by abandoning their sororities and fraternities, Lehigh has chosen the opposite path. We believe a strong Greek system is important to our future.

In fact, we want others to point to Lehigh as a place where Greek life thrives – today as well as in decades past – but for the right reasons. And we believe we must work in partnership – university leadership, alumni, faculty and students – to achieve our goal of strengthening our Greek system.

Today, we are at a critical juncture. The challenge before us is to determine how to help fraternities and sororities recognize and address immediate threats to their continued existence while at the same time developing a comprehensive plan to ensure the long term health of the Greek system. A number of actions are underway including:

- Re-establishing the Greek Alumni Council. The council will be an active partner in strengthening the Greek system at Lehigh.
- Providing leadership training at the beginning of the spring semester for incoming fraternity and sorority presidents.
- Contacting national chapter representatives to ask for their support and contributions to our short and long term plans to strengthen the Greek system.
- Engaging NPower, a team of nationally recognized experts in Greek life, to advise us and recommend a long-term approach to strengthening our Greek system. The NPower team consists of accomplished, dedicated individuals who have succeeded in strengthening and re-energizing Greek systems at universities across the country.

We invite – and encourage – your participation in this effort. A web site has been created – www3.lehigh.edu/greeklife – to provide information about the current state of Greek life, describe our plans in greater detail, and provide an easy mechanism for you to offer your comments, ideas and suggestions and suggestions via an online survey and feedback form. If you cannot access the web site, please feel free to mail your thoughts to: Chris Marshall '88, Executive Director, LUAA, 27 Memorial Drive, Bethlehem, PA 18015 or at chris.marshall@lehigh.edu if e-mail is an option for you. Please complete the online survey or mail your thoughts to the address above by January 31.

The challenge we face is substantial, but it also is achievable if all of us who care about Greek life on this campus work together to ensure success. Of course, success is not simply defined as survival. Fraternities and sororities must be committed to the principles and ideals of the university, and willing and able to make a positive contribution to student life at Lehigh. Each of us is committed to making this a reality, and we ask for your help and support in doing so.

Gregory C. Farrington
President

Roland K. Yoshida
Provost

With the endorsement of:
James Tanenbaum '70
Chairman, LU Board of Trustees
Member: Beta Theta Pi

Gerry Tarzia '82

President, LUAA Board of Directors
Member: Chi Psi

Seth Yerk '04
President, Interfraternity Council
Member: Phi Gamma Delta

Michelle Sushner '04
President, Panhellenic Council
Member: Alpha Chi Omega

as well as the LUAA Board of Directors and the Executive Committee of the Lehigh University Board of Trustees

Letter to Alumni House Corporation Officers

October 16, 2002

Dear Alumni/ae House Corporation Officers:

We all recognize that a strong, healthy Greek system contributes positively to campus life. For that reason, during the past decade, many efforts at Lehigh have been developed to support needs of the Greek system to ensure its future and to help individual chapters fulfill their potential.

Despite these efforts, our Greek system is in peril. Failure to address, or in some cases even acknowledge, fundamental problems such as alcohol abuse, hazing, poor living conditions, and declining membership, has placed individual chapters, especially fraternities, at serious risk.

Last year alone, two students nearly died in alcohol-related falls from fraternity balconies; three chapters lost recognition, two for hazing and one for chronic unsafe living conditions. Occupancy in fraternity chapters fell below 75 percent. New member recruitment is also showing signs of trouble – 32 percent of those receiving bids from fraternities declined the offer last year. And, this fall the number of freshmen indicating an interest in fraternity rush plummeted 40 percent, from 533 to 317.

We are at a critical juncture. The challenge before us is to determine how to help fraternities and sororities recognize and address the genuine threats to their continued existence. We began this process at the Greek Leadership Retreat last January where many of these concerns were identified. Despite recognition of significant problems and our efforts to support groups, it's clear we cannot hope to succeed by simply continuing down the present path.

We believe we must work in partnership – administrators, alumni and students – to strengthen the Greek system at Lehigh. Discussions last week with the LUAA board and the University Trustees affirmed the importance of this matter and the need for a collaborative approach. In light of recent fraternity rush numbers, there are both short and long term issues to face.

We implore each of you to contact your actives, ask about rush and see what you can do to help. Last year about one-half of those who participated in rush actually pledged a house. If that

percentage remains constant and no other interest is generated, the results could be devastating for a number of chapters.

As for the long term, we will be engaging a team of nationally recognized experts in Greek life to conduct a comprehensive assessment of the strengths and weaknesses of our fraternity and sorority system. This process will solicit comments and suggestions from you and all those who have a stake in the future of Greek life and will lead to recommendations for strengthening the system. You will be hearing more about this initiative in the weeks ahead.

Although the challenge is substantial, we must work together to insure that the Greek system at Lehigh succeeds. Of course, success is not merely survival. Fraternities and sororities must be committed to the principles and ideals of the University, willing and able to make a positive contribution to student life at Lehigh. We look forward to your involvement in this crucial endeavor.

Sincerely,

John W. Smeaton
Vice Provost for Student Affairs

Christopher V. Marshall
Executive Director, Alumni Association

Memo to Assessment Process Participants

TO: Participants in the Fraternity and Sorority Assessment Process

FROM: John Smeaton and Chris Marshall

DATE: October 29, 2002

RE: Visit from Fraternity and Sorority System Consultants

We are pleased to inform you that NPower, the team of nationally recognized experts who will conduct a comprehensive assessment of our fraternity and sorority system, will be on campus for a first round of visits on November 4 and 5. This assessment process will occur throughout the entire 2002-03 academic year and will include three on-campus visits by our consultants along with ongoing off-site work by other members of the NPower leadership team. The team will be collecting information on a host of topics including new member recruitment and ongoing education programs, retention, inter-fraternal relationships, standards, risk management issues, Greek review process, and alumni involvement, among others. We truly believe we must work in partnership – students, administrators, alumni and faculty – to strengthen the Greek system at Lehigh, so we thank you for taking part in this important effort.

Our goal for this academic year is to conduct an assessment of the system that examines its strengths and weaknesses in an open and honest environment. The process will solicit comments and suggestions from you and from all those who have a stake in the future of Greek life. The assessment stage will be accomplished through a series of face-to-face meetings with leaders from our Greek system, student body, alumni, faculty, Board of Trustees and administration.

During their first visit next week, NPower will meet with the leadership of various constituencies -- Interfraternity Council, Panhellenic Council, university administrators, faculty leadership, Lehigh University Alumni Association, and faculty chapter advisors. In addition, they will tour fraternity and sorority housing facilities. The second and third on-site visits are tentatively scheduled for February and April. During these latter two visits, NPower representatives will meet with a significant number of students including freshmen who accepted or rejected bids, new member educators, upper-class fraternity and sorority members, students who chose not to affiliate with fraternities/sororities, new chapter presidents, university trustees, alumni presidents and house corporation members and advisors, gryphons, student senators, and university faculty and administrators.

An integral component of this process will involve the work of NPower, an Indianapolis-based consulting company that focuses on empowering the leaders of today and tomorrow. Members of this team will include a group of accomplished, dedicated and energetic individuals who have had great success in strengthening and re-energizing Greek systems at colleges and universities across the country. Karyn Nishimura Sneath, owner and CEO of Npower, will join Robert E. Baney III as the two on-site consultants for the first visit in early November.

Karyn, has spent nearly 20 years as an educator/consultant, association management senior staff member, and higher education administrator. She served as the education director of LEADERSHIP USA, a national leadership laboratory which provided services and resources to 500 organizations and 200 members. She also spent four years with the North-American Interfraternity Conference (formerly known as the NIC: National Interfraternity Conference) as the director of student services. In this role, she developed educational resource materials and workshops aimed at 400,000 undergraduate fraternity members belonging to the 64 inter/national fraternities of the NIC. A graduate of Western Illinois University with an undergraduate degree in public communication/human relations and a masters in college student personnel, Sneath headed up the student involvement program at Wichita State University, where she advised and trained leaders of fraternities and sororities.

Robert E. Baney III, executive director/editor of the Fraternity of Phi Gamma Delta since 1999, graduated from Penn State University in 1984 with a bachelor's degree in civil engineering. At Penn State, he was a member of the Interfraternity Council and a varsity lacrosse player. After graduation, he was employed as a field secretary for the Fraternity of Phi Gamma Delta, visiting chapters in the Midwest and Southeast regions. Bob later served as the director of The LeaderShape Institute, a company specializing in ethics-based leadership development programs for college students and young employees. He has more than 15 years of experience in higher education and association management and has spoken to tens of thousands of student leaders.

Karyn and Bob will work together, along with a network of colleagues affiliated with fraternity and sorority councils across the country. Among the other members of the NPower input team will be a faculty member with 15 years of alumni affairs experience who served 20 years as a chapter advisor and president of a house corporation; a vice president of media and communications for North-American Interfraternity Conference (NIC); an assistant vice president for student affairs at a large Class I research university who is a former campus Greek advisor; a marketing and development professional from the LeaderShape Institute who is a

former fraternity advisor and NIC traveling consultant; a past national president of a sorority; and two former executive directors of national fraternities. This group has the experience, tools, commitment to Greek life and record of success needed to help strengthen our Greek system.

As you may know, we have already confirmed a time for you to meet with the consultants next Monday or Tuesday. Enclosed is the detailed itinerary for next week's NPower visit including the time and location of your session. Thank you for your commitment to this critically important issue.

Key Concerns

Fraternity rush and recruitment is in serious jeopardy. In 2001-02, there were 533 eligible freshmen who rushed fraternities. Bids were offered to 397 students. Of that number, 127, or 32%, declined. In an informal questionnaire afterwards, the two most frequently cited reasons for declining a bid were:

1. fear that grades will suffer and
2. poor living conditions in the house.

Occupancy levels in the fraternities are extremely low (72% across the system in 01-02). That equals about 250 empty beds. Incredibly, nearly 100 fraternity members chose not to live in their houses creating a financial burden on the chapter and placing some houses at risk of not meeting occupancy standards.

Alumni involvement is down. Younger alumni are taking the place of other older alumni that are "burned out" or no longer want the liability involved with fraternities, creating a loss of historical knowledge and in some cases respect from chapters. In numerous instances these younger alumni actively work with their chapter to circumvent the university and its efforts with fraternities and sororities. There is little to no alumnae support to the sororities.

Current Greek life creates serious personal health and safety risks. Two fraternity brothers nearly died in alcohol-related balcony falls last year. Three new fraternity/sorority members were transported to the hospital for alcohol related problems during the first weekend of new member education last spring. This fall 26 students required hospital treatment due to alcohol related problems at Greek houses.

Hazing persists in both fraternities and sororities. Two fraternities were closed, one permanently, last year for hazing violations. Other indicators, primarily anonymous calls from parents and students, suggest that this problem continues to exist.

The dearth of upperclass leadership in fraternities is detrimental. A major challenge is keeping fourth and fifth year seniors active and involved in the system. Many chapters are placing sophomores in key leadership positions, and these students lack the maturity, respect from peers and knowledge of the organization.

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Recruitment and Academic Statistics

The number of men that chose to belong to fraternities has decreased in the past five years, and more men have de-pledged in recent years. The number of women that chose to belong to sororities has increased slightly during the past 5 years. The all-sorority grade point average has consistently been above a 3.0.

For closer examination of the statistical trends related to enrollment, academics, and recruitment, click [here](#).

Fraternity & Sorority Statistics

Enrollment Trends	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Undergraduate Enrollment*	4398	4412	4526	4608	4630	4631	4657
# of Males	2721	2660	2711	2721	2738	2771	2806
# of Females	1677	1752	1815	1887	1892	1860	1851
# of Fraternities	29	27	27	26	25	23	23
# of Sororities	8	8	8	9	9	9	9
# of Men in Fraternities	1147	1085	1132	1035	990	1042	917
% of Greek Males	42.0%	41.0%	42.0%	38.0%	36.0%	37.6%	32.6%
# of Women in Sororities	749	768	787	815	823	790	728
% of Greek Females	44.6%	44.0%	43.0%	43.0%	43.0%	42.4%	39.3%
% of Greek Undergraduates	43.1%	42.0%	42.3%	40.1%	39.1%	39.5%	35.3%

* does not include GCD, LVAIC, or ROTC

Academic Trends	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
All Fraternity GPA	2.71	2.76	2.75	2.80	2.82	2.83	2.89
All Male GPA	2.80	2.83	2.86	2.88	2.88	2.88	2.90
Non-Greek Male GPA	2.94	2.97	2.99	3.08	2.91	2.90	2.91
All Sorority GPA	3.09	3.06	3.10	3.15	3.17	3.23	3.29
All Female GPA	3.06	3.10	3.13	3.10	3.15	3.20	3.21
Non-Greek Female GPA					3.17	3.21	3.19

Recruitment Trends	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
	29 chapters	27 chapters	27 chapters	26 chapters	25 chapters	23 chapters	23 chapters
Fraternity Rush Registration	527	509	511	503	543	588	0

Ineligible Rushees	42	68	38	33	10	47	57
Active Rushees	485	441	473	470	533	541	351
Received Bids	379	354	370	388	397	375	294
Accepted	290	290	286	274	246	264	222
Declined	89	54	79	114	127	106	59
Depledged	0	10	5	0	24	5	13
Avg. New Member Class	10	11	11	11	10	11.4	9.7
Avg. Chapter Size	40	40	42	40	39	45	40
# of Members Living Out of House	119	99	139	115	98	113	89

Recruitment Trends	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
	8 chapters	8 chapters	8 chapters	9 chapters	9 chapters	9 chapters	9 chapters
Sorority Rush Registration	334	333	320	337	285	284	278
Ineligible Rushees	26	9	8	15	11	7	8
Active Rushees	308	324	312	322	274	277	270
Received Bids	200	224	236	236	231	213	221
Accepted	193	201	219	219	208	183	193
Declined	7	19	16	16	20	28	23
Depledged	0	4	1	1	3	2	5
Avg. New Member Class	24	25	24	24	23	20	21
Avg. Chapter Size	94	96	91	91	91	88	80
# of Members Living Out of House	233	192	219	219	172	181	144

S03 Fraternity & Sorority Rush Statistics

FRATERNITY RUSH 03			SORORITY RUSH 03		
Chapter	Bids extended	Bids accepted	Chapter (Quota was 23)	Bids extended	Bids accepted
Alpha Chi Rho	17	11	Alpha Chi Omega	23	22
Alpha Sigma Phi	20	8	Alpha Gamma Delta	25	23

Alpha Tau Omega	25	17	Alpha Omicron Pi	23	23
Beta Theta Pi	23	14	Alpha Phi	23	22
Chi Phi	21	14	Chi Omega	19	12
Chi Psi	18	9	Delta Gamma	25	25
Delta Phi	26	13	Gamma Phi Beta	23	23
Delta Sigma Phi	9	2	Kappa Alpha Theta	18	13
Delta Tau Delta	21	11	Pi Beta Phi	33	20
Delta Upsilon	24	7	TOTAL	212	183
Kappa Alpha	19	10			
Kappa Sigma	16	9			
Lambda Chi Alpha	17	13			
Phi Gamma Delta	17	9			
Phi Kappa Theta	20	11			
Phi Sigma Kappa	15	10			
Psi Upsilon	28	12			
Sigma Alpha Mu	36	13			

Sigma Chi	24	18			
Sigma Phi Epsilon	37	23			
Theta Chi	18	11			
Theta Delta Chi	20	12			
Theta Xi	22	6			
TOTAL		264			
FRATERNITY RUSH 03			SORORITY RUSH 03		
Total Rushees	588	Total Rushees	284		
Received no bid	213	Received no bid	7		
Received bids	375	Received bids	213		
Did not accept	60	Did not accept	28		
Ineligible to accept	47	Ineligible to accept	7		
		Withdrew during rush	57		
Depledged	5	Depledged	2		
Accepted bids		Accepted bids			
NEW MEMBERS	264	NEW MEMBERS	183		

Changes in the System

Currently there are 23 active national fraternity chapters and nine active national sorority chapters at Lehigh University. Over the past decade, seven chapters (six fraternity chapters and one sorority chapter) have been permanently closed. All but one were closed by their national or alumni organizations.

Changes in the System in the Past Decade

Permanent Closings

Seven chapters, listed below, have been permanently closed over the past 10 years (six fraternities and one sorority). All but two, were closed either by their national or alumni

organization.

Specifics below:

Chapter	Action Taken By	Year Closed
Tau Epsilon Pi	national headquarters	1991 - 1992
Pi Lambda Phi	national headquarters	1995 - 1996
Delta Zeta	national headquarters	1995 - 1996
Delta Chi	Lehigh University RER failure two consecutive years.	1996 - 1997
Sigma Phi	alumni	1997 - 1998
Phi Delta Theta	national headquarters	2001 - 2002
Sigma Nu	Lehigh University for hazing.	2001 - 2002

Temporary Closings

Six fraternities have been suspended over the past 10 years for periods ranging from 2 - 4 year, either by the national organization or the university, mostly for disciplinary reasons:

Chapter	Year Closed	Action Taken By	Return Date
Sigma Alpha Mu	1990 - 1991	national headquarters	1994 - 1995
Sigma Phi Epsilon	1990 – 1991	national headquarters	1996
Theta Delta Chi	1992 – 1993	Lehigh University as part of sanction for hazing.	1997 - 1998
Zeta Psi	1999 - 2000	Lehigh University as	Eligible to request

		part of disciplinary sanctions for repeated code of conduct violations.	reinstatement for Fall 2004
Theta Chi	2000 - 2001	Alumni corp. in order to reorganize	2001 - 2002
Pi Kappa Alpha	2001-2002	Lehigh University for hazing.	Eligible to request reinstatement for Fall 2004

Social Policy Comparisons

Contrary to popular opinion, rules and regulations governing social events at Lehigh are less stringent than those at four comparable universities.

Social Policy Comparisons					
Policy/Procedure	Lehigh	Cornell	Colgate	Bucknell	Lafayette
Advanced registration of social events	Thursday of prior week	4 weeks in advance	7-10 days in advance	Wednesday of prior week	10 days in advance
Social events end time	2 a.m.	1 a.m.		1 a.m.	
Kegs allowed	N	Only by licensed bartender	Only by licensed bartender	N	N
Security/monitors required	2 Professional Guards/ event	5 university approved monitors/ 200 people at event		2 Professional Guards/Event	2 Professional Guards/Event
Server requirements	Students with approved training	Professional caterers only	Professional caterers only	Students with approved training	Students with approved training
Alcohol violation sanctions	<u>1st violation:</u> 1 semester probation \$250 fine educational programs <u>2nd violation:</u> 1 year probation \$500 fine 2 educational programs <u>3rd violation:</u> 1 year probation 1 year alcohol free \$750 fine	Discipline sanctions range from educational to loss of recognition depending on severity of violation and past history.	Discipline sanctions determined on a case by case basis ranging from warning to termination	Sanctions include fines ranging from \$100 - \$400; probation from 2 months - 1 year; suspension of activities to suspension of organization for up to 3 years depending on severity and past history.	<u>1st violation:</u> \$500 fine 1 semester social probation 1 semester alcohol free <u>2nd violation:</u> \$800 fine 5 years alcohol free <u>3rd violation:</u> recommendation for withdrawal of recognition at Dean of Students discretion

Other Colleges' Responses

Lehigh is certainly not the only university facing challenging times with fraternity and sorority issues. Many institutions nationally have taken steps to address similar issues.

Responses by Other Colleges & Universities

Lehigh is certainly not the only university facing challenging times with fraternity and sorority issues. Institutions such as the University of Maryland, Rensselaer Polytechnic Institute, Gettysburg College, and Bucknell have recently taken steps, some drastic, to attempt to improve and in some cases, take full control of their fraternity and sorority systems. Actions that they have taken include full system reviews, placing strict limitations on fraternity and sorority recruitment periods and new member practices, and enacting more rigid social policies. Specific examples follow:

In 1995 the University of Maryland introduced its initiative "The Maryland Plan". The Plan looked at 15 areas of chapter development and attempted to raise the bar on its expectations of its Greek system. One of the areas that created the most attention was new member education or "pledging". The Plan called for an 8-week maximum program, however, for every year hence forward of 1995, chapters would curtail their programs by one week. So, this year, chapters have a one-week new member/pledge period.

At the University of Maryland, the university terminated a chapter after a drinking related incident involving a new member and his fraternity on Bid day.

On June 19, 2000 at RPI, the Task Force on Greek Life was convened and charged with the responsibility to review the summary report and recommendations of the GREEK L.I.F.E. Forum, redraft the Statement of Relationship, identify initiatives that merit inclusion in the Performance Planning process with recommendations submitted to the Vice President for Student Life, and assist the Dean of Students in amending the Relationship Statement. Greek life represents some of the most valued characteristics of an undergraduate education. It promotes the development of leadership skills, scholarship, innovation, independent thinking, friendship, and organizational management. Its contributions to student life include community service, cultural and social activities, and improving campus climate. Rensselaer is committed to the vision and mission of its fraternity and sorority members.

At RPI, a chapter can lose university recognition (loss of all operations) for one academic year, if found responsible of serving alcohol to minors.

At Bucknell, the institution has adopted "The Plan of Prominence". The Plan was developed in response to a call from the Board of Trustees. Their primary objective is to define the guidelines, policies, and expectations of fraternities and sororities at Bucknell in a contemporary society. Clear standards are established in the key areas of academic achievement, financial management, alumni/ae relations, and others, in part to promote chapter self-evaluation and self-determination. Chapters will operate in good standing by meeting all the baseline standards in the program; conditional recognition will result from failure to meet all standards for one semester, and suspension will result from a longer period of non-compliance. Chapters also will be recognized and rewarded for substantially exceeding baseline expectations.

As part of an effort to make a good Greek system even better at DePauw, the DePauw University Board of Visitors met March 8-9 on campus and reviewed a draft of the Report of the Trustees'

Committee for Greek Community Excellence. "We'd very much like to build the strongest Greek system possible. In fact, we'd like to be the institution that solves some of the national problems facing the Greek system," said President Robert G. Bottoms in his introductory remarks to the Board of Visitors. The topic for the board's consideration was "Fraternities and Sororities at DePauw: Enhancing Community." The discussion was very timely and helpful for President Bottoms, was invited to participate in a national meeting of college presidents and Greek leaders on March 24-25 in Washington, D.C. The meeting will address the state of Greek life today, and it is the first such event co-sponsored by the Association of State Colleges and Universities (ASCU) and the National Association of Independent Colleges and Universities (NAICU). The Board of Visitors particularly considered several challenges facing the Greek system, both nationally and at DePauw. The discussion included: alcohol use and risk management issues, development of a minimum standards system, securing greater alumni involvement in the Greek system, how to bolster the effectiveness of house mothers and faculty advisers, and leadership training for new members.

Under orders of the University President, the University of Oregon is eliminating alcohol from all fraternities during the current academic year. Penalties can include loss of university recognition.

Resolution of the Board of Trustees on Greek Life Task Force Report

WHEREAS, the Board of Trustees, at its February 6, 2004 meeting, dedicated considerable attention to reviewing and discussing the Report of the Task Force on Strengthening Greek Life (the "Task Force"), a group that was established at the Board's direction in Spring 2003 to design approaches for improving and sustaining the vitality of Lehigh's Greek community and achieving high standards in it;

WHEREAS, the Board of Trustees expresses the Board's and the University's sincere appreciation to the members of the Task Force for the generous commitment of their time, talents, reflection, and creativity and their dedication to Lehigh and the best interests of its students, campus, and alumni community;

WHEREAS, the Board of Trustees also expresses the Board's and the University's sincere appreciation to Joseph Sterrett, Executive Director of Athletics and Chair of the Task Force, for his personal commitment, efforts, and outstanding leadership of the Task Force;

WHEREAS, the Board of Trustees commends and endorses the process through which the Task Force engaged and consulted with members of the Lehigh campus and alumni community, an inclusive process which was reflected in the quality of the Task Force's Report and which also exhibited the strengths of the Lehigh community;

WHEREAS, the Board of Trustees recognizes the Report and Recommendations of the Task Force as a blueprint to help guide future actions designed to strengthen both Greek life and student life at Lehigh, to achieve high standards in the student community, and to pursue the full integration of learning experiences into all aspects of students' academic and residential life at Lehigh; and

WHEREAS, the Board of Trustees also recognizes that final review and consideration of implementation of the Recommendations of the Task Force require careful evaluation of necessary resources (financial, staffing, and facilities), the evaluation of potential impacts on academic and student life, the weighing of observations and challenges noted by the Task Force,

and the attention to relevant long-term planning considerations, all of which will be elements of an effective and responsible implementation plan;

NOW, THEREFORE, BE IT RESOLVED, that effective as of the date of this Resolution, the Board of Trustees endorses the processes, principles and goals reflected in the Report and Recommendations of the Task Force, as well as the spirit in which they were authored to have a positive impact on the daily lives of all students, preparing them to be productive community members at Lehigh and beyond, and to assume leadership roles in student organizations and society;

FURTHER RESOLVED, that the Board of Trustees requests the University administration to study and assess the Recommendations in the Report of the Task Force, with due consideration of the directions and viewpoints expressed by the Board at its February 6, 2004 meeting, and further requests the University administration to prepare and submit to the Board by June 4, 2004, a proposed implementation plan comprised of specific actions to further the goals and principles articulated in the Report, as well as those identified by the Board of Trustees.

Greek Life Task Force Report Implementation Plan and Update (6.23.04)

Enhancing Student Life at Lehigh University

http://www3.lehigh.edu/greeklife/Greek_System.pdf

Task Force on Strengthening Greek Life Recommendations

January 2004

Vision

The process of transforming Lehigh's Greek Life System is rooted in our ability to clearly articulate and actively incorporate a compelling vision for student life in the Greek system. The NPower report recommended the need for a "common vision based on shared values" (NPower report, p. 11). As the lifeblood for the Greek system, this vision must challenge and inspire action, rally the talents and abilities of those committed to the system's success, and most critically, outline the core values for Greek life at Lehigh. The vision must describe a system that is appealing, enduring, distinctive, and above all, contributes strongly to the educational mission of Lehigh University. Currently, our Greek system lacks such a vision. Although each chapter maintains some kind of a National and/or Lehigh Creed, Mission, Code of Expectations, or Statement of Values, which outlines each organization's specific values and goals, in most cases there is little connection to the larger University mission nor is there a collective view of what it means on a day-to-day basis to be part of the Greek system. The development of a vision for Greek Life, therefore, is a fundamental step in the transformation of the system. Furthermore, as the guiding philosophy for Greek Life, this vision further enhances our institutional commitment to recognize, promote, and reward all activity that fosters our core values and conversely, rejects any behavior or activity that is detrimental to the health, safety, intellectual and interpersonal growth of its members.

Recommendations

We therefore recommend the following:

- A small group should be convened and charged by the Vice Provost for Student Affairs to draft a vision statement for Greek Life---a Lehigh Creed for Greek Life. This group should consist of

individuals from the following key constituencies: a) students—both Greek and non-Greek affiliated b) faculty c) a member of the Task Force d) an alumnus from the Greek system and e) a staff member from the Office of Fraternity & Sorority Affairs.

- This group should be convened no later than February 20, 2004 and complete the drafting of the vision statement by April 1, 2004.

- Between April 1, 2004 and May 1, 2004, the vision statement should be broadly shared with critical constituencies for review, feedback and changes where appropriate.

- By June 1, 2004, the final version of the vision statement should be submitted to the Vice Provost for Student Affairs.

- The writing group should operate within the following parameters when developing the vision statement:

- (a) A vision that establishes high aspirations for all Greek student life;

- (b) A vision that strongly supports the educational mission of the institution;

- (c) A vision that provides concrete direction, yet can respond to students' and our community's evolving needs, goals and interests;

- (d) A vision that promotes a commitment to ownership and accountability by all stakeholders;

- (e) A vision that promotes opportunities for leadership and life-long learning;

- (f) A vision where healthy, meaningful relationships and friendships are paramount;

- (g) A vision that fosters and encourages individual and diverse expression.

- The writing group must create a process to establish benchmark and accountability measures to ensure active and on-going implementation and support of the vision. One significant benchmark should include the revised Greek Life Accreditation process, whereby each chapter on an annual basis must demonstrate a commitment to excellence in: scholarship, leadership, citizenship, and partnership as defined by Greek Accreditation guidelines. Similarly, the Greek Accreditation Panel must be expected to work within the parameters established by the vision statement as a framework for its activities and decisions. Additional measures for accountability outside the Greek Accreditation process, and the forthcoming recommendations establishing a “system-wide” assessment committee should be evaluated by the writing group.

- As a means to develop and promote their distinctive identities, all Fraternities and Sororities must develop a vision statement for their chapters, which is complementary to the Greek Life Vision Statement and that embraces the values associated with their National and Lehigh charters. Each chapter must develop their vision statement by January 31, 2005, and review and share the evidence of their on-going commitment to their professed aspirations on an annual basis. Note: This is not intended to be an exercise whereby individual chapters are expected to re-write their National and/or Lehigh Charters; this is, rather an opportunity for each chapter to develop their distinct, unique and enduring legacy—one that is specific to their Lehigh experience.

Vision Committee Members

Jeff Boujoukos '89
Alumni - Pi Kappa Alpha
lehighpike@aol.com

Kathy Duggan Trimble '87
Alumni - Kappa Alpha Theta
duggantrimble@worldnet.att.net

Derek Bowen '06
Greek Student - Chi Phi
djb7@lehigh.edu

Michael Dick '05 - IFC President
Greek Student - Sigma Chi
mmd3@lehigh.edu

Maddy Eadline
Student Affairs Staff
mce3@lehigh.edu

Megan Hamilton '05 - Panhel President
Greek Student - Delta Gamma
mgh2@lehigh.edu

Linda Hendrixson '06
Non-Greek Student & Student-Athlete
lmha@lehigh.edu

Sue Hofmann
University Relations Staff
smb5@lehigh.edu

Becky Jonisch '06
Greek Student - Alpha Phi
rsj2@lehigh.edu

Rick Longenecker '05
Non-Greek Student & Student Senator
rel5@lehigh.edu

Chris Marshall '88- Committee Co-Chair
Alumni Association
chris.marshall@lehigh.edu

Greg McNeal '99

Alumni - Sigma Chi
gsmcneal@alumni.lehigh.edu

Meredith Mickel - Committee Co-Chair
Fraternity and Sorority Affairs Staff
memh@lehigh.edu

Chris Sands '05
Greek Student - Chi Phi
css2@lehigh.edu

Michelle Sushner '04
Greek Student - Alpha Chi Omega
mhs4@lehigh.edu

Rich Titus '81
Faculty - College of Business and Economics
rjt4@lehigh.edu

George White
Faculty - College of Education
gpw1@lehigh.edu

Letter from Board Chairman Jim Tanenbaum

Greek life resolution memo

July 25, 2003

To: Gregory C Farrington, President

From: James Tanenbaum, Chair, Board of Trustees

Re: Board Resolution regarding Greek Life at Lehigh

Cc: Roland K. Yoshida, Provost

Margaret Plympton, Executive Vice President

John Smeaton, Vice Provost

Task Force on Strengthening Greek Life

The enclosed formal resolution of the Board of Trustees, which was approved in principle by a voice vote at our June meeting, has now been unanimously approved by the members of the Board.

It is important to note that virtually all Lehigh Trustees are graduates of Lehigh, and most, including myself, were members of Greek chapters during our years on campus. So we tend naturally to be supportive of Greek life. However, our personal experience makes it even clearer that changes must happen in the way the system currently operates if Greek life is to survive and flourish at Lehigh.

I thought it would be useful to summarize what I believe are the most important Board perceptions and concerns about Greek life. They are derived from our personal observations, various reports and analyses, and our personal experiences as members of Greek chapters. I must emphasize that the Trustees are deeply concerned about these and other issues that affect the health of Greek life on campus and will be reviewing campus progress in dealing with them as well as individual chapter performance on a regular basis.

(1) Many Board members sincerely question whether many of our Greek chapters as they currently are operating strengthen the educational experience at Lehigh. We acknowledge that healthy Greek life can contribute to the growth and development of individual members and student life in general, and we recognize that some chapters are indeed successful and good role models. We applaud them. However, we question whether the active Greeks in a number of other chapters are committed to the values and aspirations described in their mission statements, on the basis of which they were granted the privilege of recognition by the University. If chapters are not "living their mission and core values" and striving to meet high standards, then we ask why should the University continue to recognize them?

(2) The Trustees strongly endorse the assessment measures at the heart of the RER review process. However, it appears that the mechanisms currently being used to assess chapter performance in a variety of areas (including house conditions) are ineffective. RER appears to have become a minimum passing grade rather than a set of aspirational standards that challenge all chapters to strive toward higher and higher levels of excellence. The sense of the Board is very clear that assessment of chapter performance should be more effective and expectations and levels of achievement should be higher. Ultimately, chapters that cannot or will not achieve expected standards should be closed.

(3) The Board of Trustees unanimously agrees that Greek housing must be safe and clean and meet the same standards as other University housing. We have asked that University personnel assess the living conditions in the space or houses occupied by each chapter on a regular and frequent schedule and provide a summary report to the Board at each of our regular meetings. If Greek chapters do not maintain safe and clean standards, the privilege of living in Greek houses (or leasing the space to do so) should be revoked. These requirements apply to all Greek chapters recognized by the University, not only those occupying space formally owned by the University.

(4) The Trustees affirm that alumni involvement in our chapters needs to be strengthened. We also believe that there is a need for clearer and more consistent communication about the state of the system and of individual chapters. Too many of our alumni are unaware or misinformed about the state of Greek life today.

(5) The Trustees are very concerned about what appears to be too great a focus among many of Lehigh's Greek chapters on social activity involving excess alcohol and the apparent unwillingness of many chapters to deal seriously with issues of alcohol and substance abuse. It is the sense of the Board that these problems contribute directly to the difficulties obvious in other areas, including poor house conditions, weak bonds of brotherhood and sisterhood, and difficulties in recruiting new members. Chapters that persistently cannot or will not deal with these issues effectively do not deserve continuing University recognition and should be closed.

We believe Greek organizations at Lehigh can and should enrich the quality of life both for their members and all students. The reports we have read, including that from NPower Associates, along with our own observations, experience and discussions of the current state of the Greek system indicate that too many chapters in the Lehigh Greek system are not achieving these outcomes.

We also believe that the process you have put in place for strengthening Greek life is a sound and promising one. However, I request that you and Provost Yoshida ensure that the Greek Life Task Force understands the strength of our concerns, as well as our determination that Lehigh's Greek system must move quickly and resolutely to attain and maintain dramatically higher standards in their living conditions, behavior, service, and brotherhood/sisterhood.

While we have already directed the University administration to intervene promptly to deal with issues affecting health and safety in Lehigh's Greek houses, we anticipate delaying further board action until we receive the report of the task force at our winter meeting. We look forward to considering it.

Resolution of the Board of Trustees

WHEREAS, the Board of Trustees, at its June 6, 2003 meeting, dedicated the majority of the agenda to extensive discussions of the current status and the future of Greek organization chapters at Lehigh, and members of the Board toured some of the houses occupied by Greek chapters during the 2002-2003 academic year;

WHEREAS, as a result of such discussions and the tours of Greek houses, the Board of Trustees identified serious concerns about the condition of some of the houses occupied by Greek chapters on campus, including specifically concerns that some of the housing fell below the standards of health, safety, and living quality to be expected in all student housing on Lehigh's campus;

WHEREAS, the consensus of the Board of Trustees was that immediate action was necessary to fulfill the Board's fiduciary responsibilities to Lehigh and its students;

NOW, THEREFORE, BE IT RESOLVED, that effective as of the date of this Resolution, the Board of Trustees directs the University administration to continue to intervene immediately if and when it is determined that the conditions in University-owned campus housing, whether housing occupied by Greek organization chapters or otherwise, are such that the health or safety of Lehigh students is at risk;

FURTHER RESOLVED, that the Board of Trustees directs the University administration to prepare and submit to the Board by July 31, 2003 an Action Plan comprised of recommended actions to address the issues of health and safety in Greek housing as discussed in detail at the June 6, 2003 Board meeting, including information regarding the resources and funding needed for any recommended actions;

FURTHER RESOLVED, that upon receipt of the Action Plan submitted by the University administration, the Board of Trustees will consider its elements and take action by August 11, 2003 to further direct the administration as to implementation of such Action Plan;

FURTHER RESOLVED, that any and all action taken by the University administration pursuant to this Resolution (including but not limited to immediate interventions to address situations in which the health or safety of Lehigh students is at risk; the development of the Action Plan, and

the implementation of elements of such Action Plan) are actions taken directly on behalf of the Board of Trustees, and shall be recognized by the University community as such;
FURTHER RESOLVED, that the Board of Trustees is directing the University administration to take the actions described herein in the Board's exercise of its fiduciary responsibility to ensure the well being of Lehigh's students and for the benefit and protection of the University as a whole;
FURTHER RESOLVED, that in view of the immediate needs of some Greek chapter houses and the review of campus Greek life in progress at the University, the Board of Trustees directs the University administration not to accept or entertain any petitions by Greek organizations to colonize new chapters or to recolonize former chapters on campus until after the final report of the Task Force to Strengthen Greek Life is submitted to and adopted by the Board of Trustees;
FURTHER RESOLVED, that the Board of Trustees hereby expresses its expectation that the entire University community, including students, faculty, staff, and alumni, will recognize the critical importance of the actions taken pursuant to this Resolution and their necessity to ensure the health, safety, and well being of Lehigh's students and the future of Lehigh's Greek system;
FURTHER RESOLVED, that in view of the Board of Trustees' recognition that the issues posed by the current condition of Greek houses and the future of Greek life are challenging and may evoke strong opinions from members of the University community, the Board hereby expresses its expectation that discussions of these issues will be conducted in an open, informed, principled, and thoughtful manner and with civility, without invective, and with an understanding that the Board and Lehigh's alumni, students, faculty, and staff are engaged in the pursuit of the common goals of protecting the welfare of Lehigh's students and advancing the best interests of the University community.

“Revitalizing the Greek Community at Lehigh University” (PDF)

<http://www3.lehigh.edu/greeklife/npower-report.pdf>

E-mail to Campus Community (4.3.03)

To: Campus Community

Since the last communication on our efforts to strengthen Lehigh’s Greek system, we have made good progress in several areas, including the near completion of the assessment process that has been our primary focus this year. Other more immediate progress has included providing leadership training at the bi-annual Greek Leadership Retreat, temporarily adjusting minimum requirements to allow fraternities the opportunity to recover from declining membership and low occupancy rates, and modifying the judicial code regarding the rush process. In addition, the Alumni Association has re-established the Greek Alumni Council (GAC) to support fraternities and sororities and provide counsel on issues affecting Greeks. The GAC held its initial meeting in March.

Also, a Lehigh team comprised of students (IFC and Panhellenic Council presidents), alumni (the Greek Alumni Council president and vice president) and university student affairs leadership recently participated in a meeting of national headquarters staff representatives from the several fraternities and sororities represented at Lehigh to enlist their support to strengthen our system.

One of our partners in this important initiative is NPower. NPower is a nationally recognized organization that is helping us develop an approach to strengthen our Greek system. They will

soon complete a thorough and candid assessment of Greek life at Lehigh. The evaluation process has been open to the entire Lehigh community and we appreciate the active participation and feedback we received.

NPower consultants have requested additional time to complete their report. Given the importance of this project and the vast amount of information they have, we have agreed to their request. They will present their assessment by the end of April, when it will be shared with the campus.

A Task Force on Strengthening Greek Life has recently been formed and charged. The members, which include Greek and non-Greek students, faculty, staff, and alumni, will review the NPower report, the GAC Issues Document, the results of the Greek Life Survey conducted in February, and solicit other pertinent information and input. The group will then promote and lead a number of campus discussions focused on key issues, leading to a multi-year implementation plan that will guide future efforts. The Task Force will continue work throughout this semester, the summer and fall to engage other groups, including trustees, alumni, faculty, staff, students and Greek organizations in this review process.

We are encouraged by our progress and remain committed to building a healthy Greek system at Lehigh that will thrive for years to come. We continue to believe that a strong, healthy Greek system is an asset, and that fraternities and sororities have the ability to enrich the academic and social life of our campus.

John W. Smeaton
Vice Provost for Student Affairs

Christopher V. Marshall
Executive Director, LUAA

Interfraternity Council Internal Audit Report

http://www3.lehigh.edu/greeklife/IFC_Internal_Audit_Report.pdf

GAC 2003 Issue Document (4.24.03) (PDF)

http://www3.lehigh.edu/greeklife/GAC%20Issues%20Document_4_24_03.pdf