



2018 Report on National Panhellenic Conference Extension

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Introduction

Lafayette College established an Exploratory Committee to evaluate the viability of extension at our institution. The Panhellenic Council has experienced an increase in registration numbers for primary recruitment. More students have matriculated through to bid day resulting in increased quotas and campus totals. Over the past two years, a number of students, not satisfied with our current offering of NPC organizations have requested to start their own sorority. It is projected that these calls for additional options and a wider variety of offerings from culturally-based national organizations will continue. It is this anecdotal evidence that serves as the basis for the creation of the committee. In this report, Lafayette College summarizes data from 2014-2018 primary recruitment on a number of different metrics, and answers relevant questions pertaining to possible extension for the National Panhellenic Conference Extension Committee. Lafayette College hopes that you will carefully consider our proposal and we look forward to your guidance and constructive feedback to share with our campus community.

Campus Profile

Lafayette College is an independent, highly selective, coeducational institution of 2,685 students. As a liberal arts institution we offer Bachelor of Arts degrees in 37 fields; Bachelor of Science in 14 fields and 4 fields of engineering. Our campus is undergoing dynamic enrollment growth while continuing to diversify our student population across ethnic, financial, geographic and racial backgrounds. Founded in 1826 by citizens of Easton, Pennsylvania, and named for the Marquis de Lafayette in honor of his “talents, virtues, and services in the great cause of freedom,” the college uses “cur non” the French phrase meaning “why not?” as a guide in challenging students to move beyond the comfort of their familiar environment and experiences.

Lafayette College is located in the city of Easton, Pennsylvania that, together with Bethlehem, Allentown and adjacent communities, makes up the Lehigh Valley. Easton is located near major metropolitan areas with easy highway access or public transportation; it lies approximately 60 miles north of Philadelphia and 70 miles west of New York City. Easton also is located near rural recreation areas situated 30 miles south of the Pocono Mountains and the Delaware Water Gap National Recreation area.

Our students come from 46 states and 48 countries. Approximately ten percent of our students are international, with non-U.S. citizenship. 17 percent of our U.S. students identify as students of color (Hispanic/Latino, 6 percent; Asian-American, 4 percent; African American, 5 percent; multiracial, 2 percent). At Lafayette, 46 percent of students receive College-funded grants and/or scholarships and 60 percent receive some type of financial aid. The average need-based award is approximately \$37,500. Of the 649 entering first year students in fall 2016, 99 (15%) are first-generation.

Lafayette College is embarking on an ambitious and dynamic strategic direction that was approved by the Faculty and adopted by the Board of Trustees in February 2016. This plan will focus on (1) **Ensuring Affordability** by transforming the College by admitting students of the highest caliber without regard to their families’ financial means, which will diversify and strengthen the quality of the student body; (2) **Enhancing Distinction** through building state-of-the-art facilities and programs that encourage collaboration and invention; (3) **Growing Purposefully** by enlarging the student body by 400 students to a total of 2900 by 2025 as well as adding 40 new faculty members to maintain our low student-to-faculty ratio of 10:1; and (4) **Sustaining Excellence** through generous gifts from alumni and other sources to ensure that Lafayette will carry its strengths into the future.

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Greek Life Profile

Lafayette College is home to 6 NPC (*Alpha Gamma Delta, Alpha Phi, Delta Gamma, Delta Delta Delta, Kappa Kappa Gamma, and Pi Beta Phi*) chapters and 5 NIC (*Chi Phi, Delta Kappa Epsilon, Delta Tau Delta, Delta Upsilon, Phi Kappa Psi*) chapters, including 1 NIC colony, *Zeta Psi*. The College is also home to Order of Omega Greek honorary. Alpha Phi Omega service fraternity was founded at Lafayette College in 1925. While the College does not currently recognize culturally-based fraternities and sororities, there has been significant discussion at the College about supporting student interest in establishing chapter(s) locally or facilitate a process in which interested students may affiliate with chapters throughout our region.

Fraternities and sororities receive recognition from a Recognition Committee, comprised of students, faculty, and administrators, that is chaired by the Dean of Students or his/her designee. All chapters and governing councils are provided oversight by the College through the Associate Director of Residence Life and Advisor to Fraternities & Sororities. All recognized chapters undergo annual review through an Accreditation Program measuring health and viability related to academic strength, leadership development, community service and philanthropic contributions, chapter development as well as wellness programming. **Lafayette College policy prohibits first-year students from joining Greek-letter organizations. This same policy also states that all new member education/pledging requirements are to be completed within a 3-week timeframe.**

41% of upper class students (excluding first-year students) are members of the Greek system at Lafayette College. Nearly 35% of males and 47% of female students are members of fraternities and sororities. The All-Greek cumulative GPA's consistently meets or exceeds their non-affiliated peers. In 2017, approximately \$83,000 was raised for various philanthropies and 8500 hours of service was performed by members of the Greek system.

Panhellenic Council Profile

The Panhellenic Council (PHC) is comprised of five executive positions: President, Executive Vice President, who also serves as chair of the council judicial board, Vice President for Operations, Vice President for Public Relations and Vice President for Membership Recruitment. Each chapter elects or appoints a delegate to attend meetings of the council. The council's term of office runs on the calendar year. Following the election of the new council in November, the outgoing board shadows the incoming board for the rest of the year.

On March 23, 2017, the PHC President presented the idea of establishing an exploratory committee before the Council for consideration (see **Appendix A**- PHC meeting minutes). The exploratory committee was passed unanimously on April 13, 2017 (see **Appendix B** – PHC meeting minutes). The committee is comprised of the following individuals:

Daniel Ayala – *Associate Director of Residence Life, Advisor to Fraternities & Sororities*

Amanda Baidon – *Panhellenic Council President*

Kara Brand – *Panhellenic Delegate – Alpha Phi*

Colleen Cass – *Panhellenic Council Executive Vice President*

Saskia Cooke – *Panhellenic Delegate – Delta Gamma*

Sam DeMarse – *Panhellenic Delegate – Delta Delta Delta*

Sarah Ducharme – *Panhellenic Delegate – Kappa Kappa Gamma*

Morena Koorie – *Panhellenic Council Vice President for Operations*

Taylor Kowgios – *Panhellenic Delegate – Pi Beta Phi*

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Marcy Laufer – *Panhellenic Delegate – Alpha Gamma Delta*
Emmy Linman John – *Alumnae representative – Alpha Gamma Delta*
Jordyn Marlin – *Panhellenic Council Vice President for Public Relations*
Sue Michels – *Alumnae representative – Kappa Kappa Gamma*
Quinn Miers – *Panhellenic Council Vice President for Membership Recruitment*
Kat Smith – *Panhellenic Delegate – Delta Delta Delta*

Enrollment Statistics

Enrollment Statistics at Lafayette College have steadily increased over the evaluation period. More than 8100 students applied to be part of the class of 2020. Applications have increased 40% from 2011-2016. The College also has steadily seen an increase in female student enrollment. Recently, the board of Trustees endorsed a College plan for incremental enrollment growth to achieve a target enrollment of 2800 students by 2021-2022; 2022-2023. The following tables illustrate Lafayette College enrollment trends.

Fig. 1 – Full-time students at Lafayette College

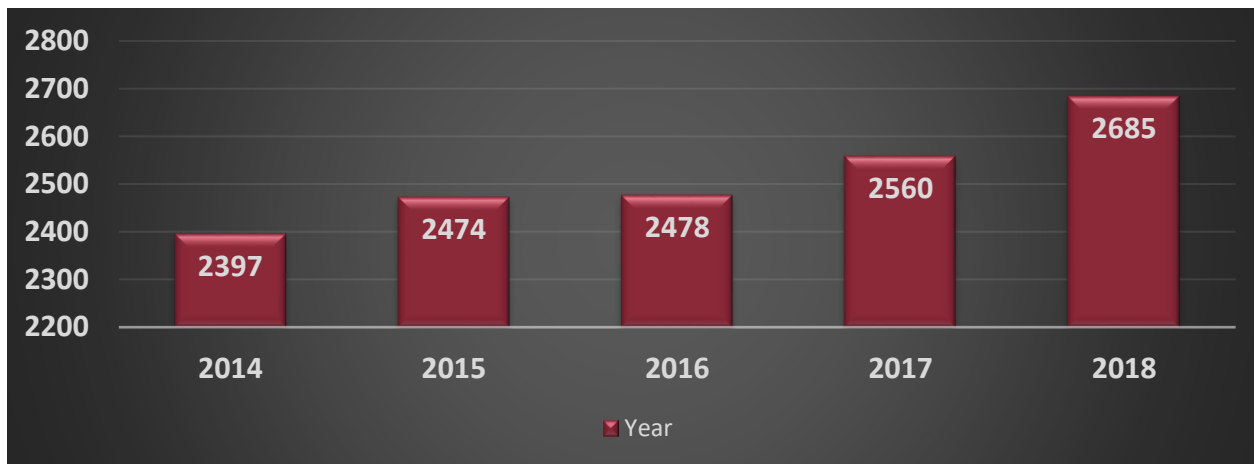
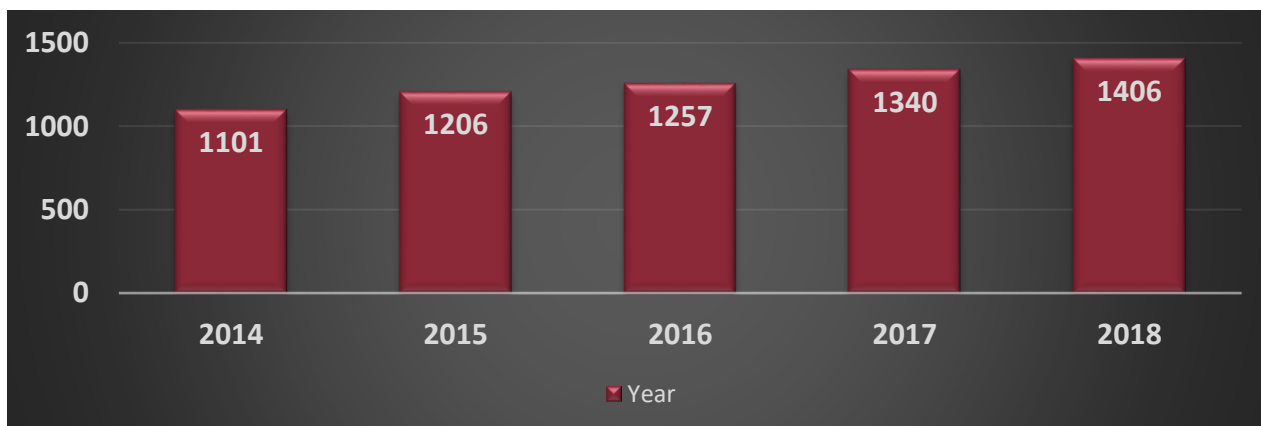


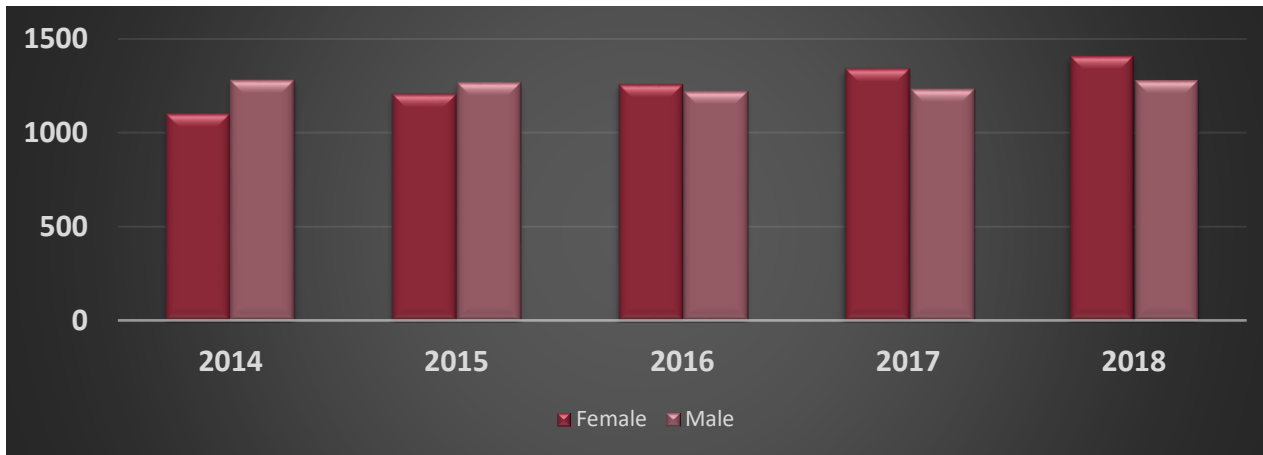
Fig. 2 – Full-time female students at Lafayette College



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Fig. 3 – Ratio between male and female students at Lafayette College



Recruitment Statistics

Recruitment participation at Lafayette College has steadily increased over the evaluation period. Since 2008, Lafayette College has utilized Interactive Collegiate Solutions (ICS) to manage primary recruitment enrollment. In 2015, recruitment enrollment exceeded 200 registrants, marking the first time this had occurred since 2011. In 2016, the largest enrollment pool was recorded since Lafayette College began using ICS. With the increased number of women participating in the primary recruitment process, we have seen a relatively stable number of individuals who were not pledged during primary recruitment. While the number is sizable percentage, it is noteworthy that during the evaluation period an average 93% of women are matched to a sorority. Of those, an average of 88% are matched to their 1st preference. In 2017, we saw a slight retraction of the recruitment enrollment number, which had a spillover effect into the open house pool. In speaking with several national leadership development staff members who were on campus during Lafayette's primary recruitment, it was noted that nationally we are entering a phase of retraction in recruitment participation and membership. It is still early to tell what, if any effect this will have on Lafayette's enrollment figures. The following tables illustrate Lafayette College recruitment trends.

Fig. 4 – Number of women registered for primary recruitment



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Fig. 5 – Number of women pledged during primary recruitment

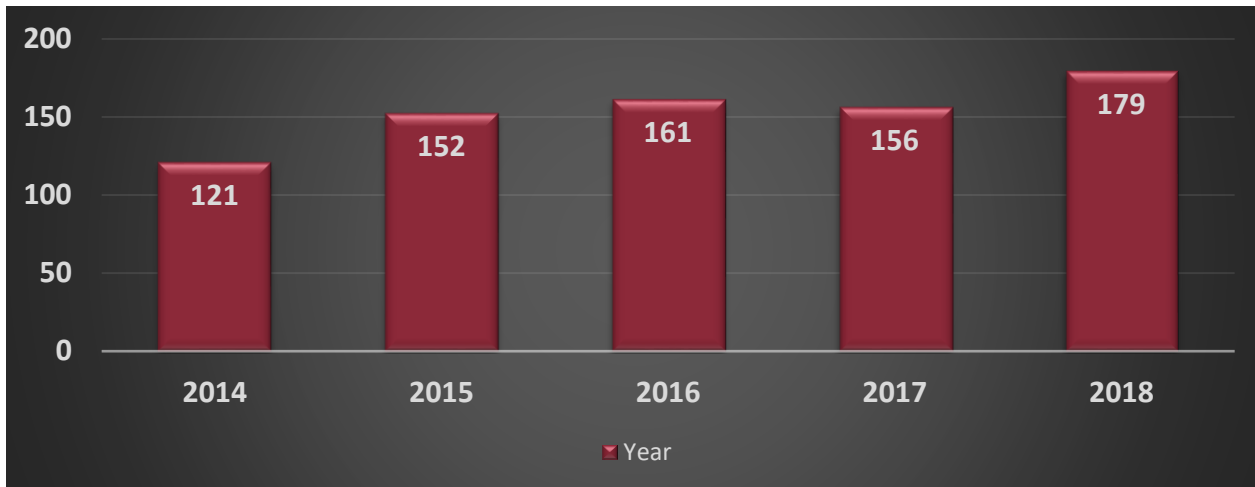


Fig. 6 – Number of women not placed during primary recruitment

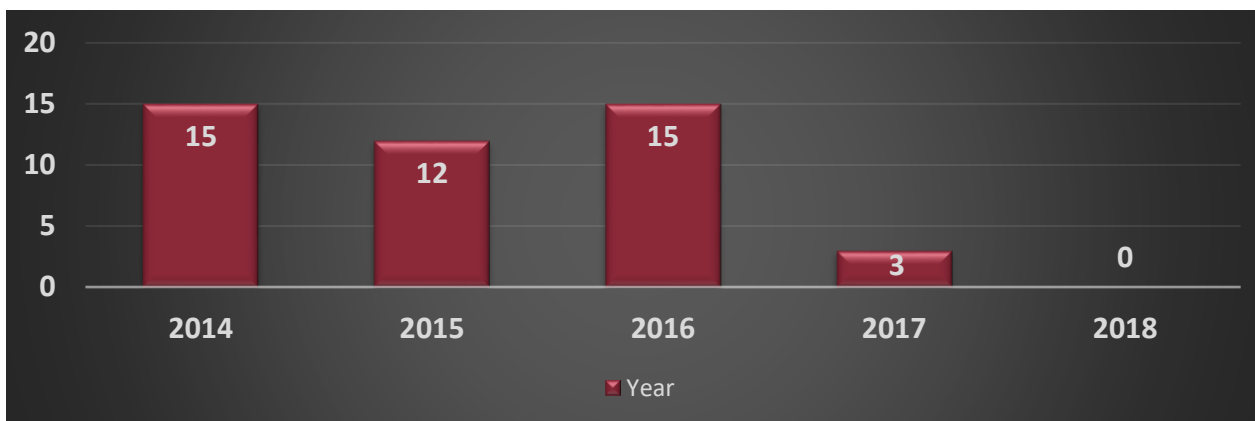
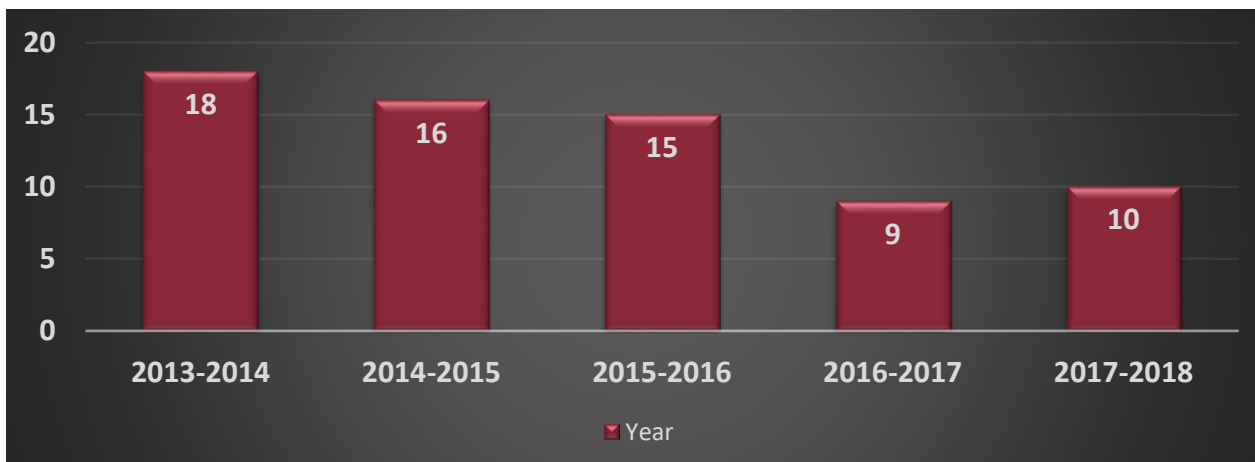


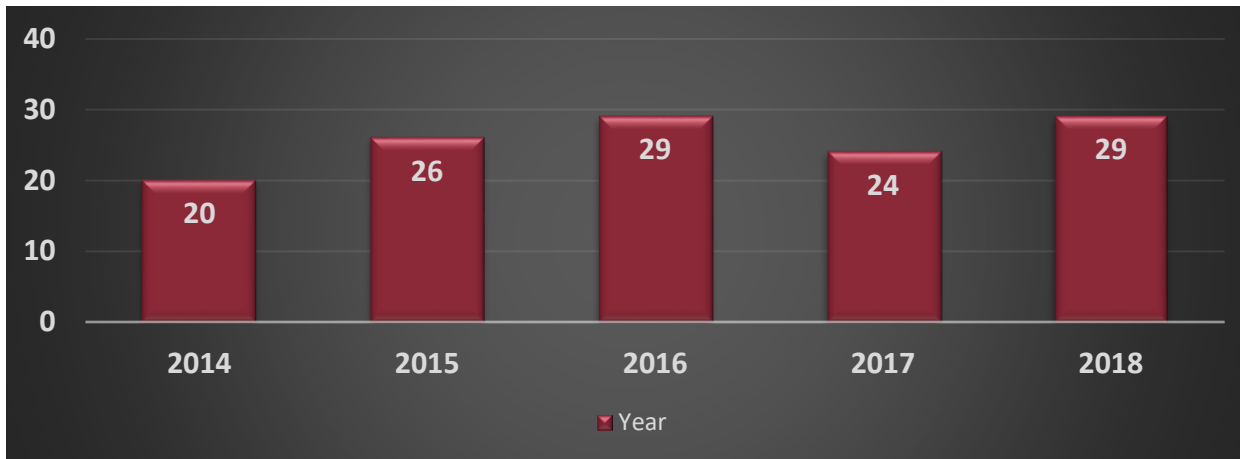
Fig. 7 – Number of women pledging during Continuous Open Bidding



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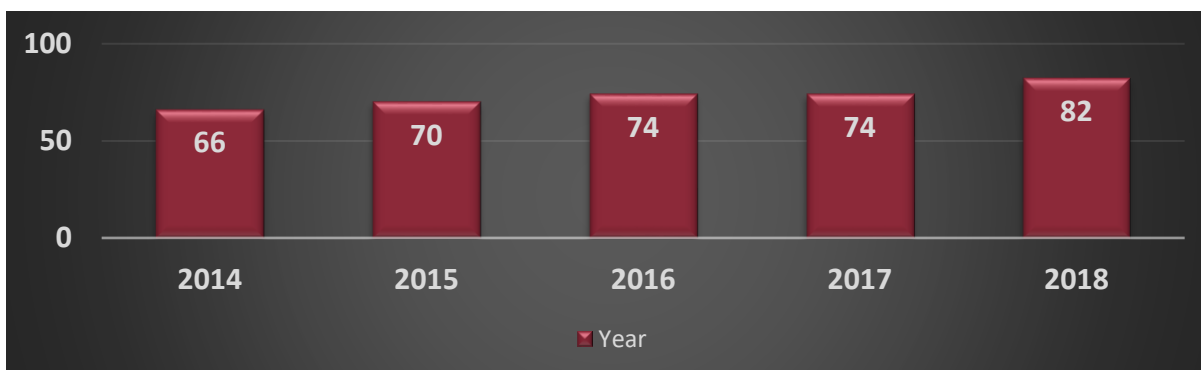
Fig. 8 – Quota



Chapter Membership Statistics

During the evaluation period, chapter totals have gradually increased due to the increased enrollment of potential new members in primary recruitment. Lafayette College employs the Release Figure Methodology (RFM) process during primary recruitment. The College also employs a select and rank type. Following a site team visit from the National Panhellenic Conference to audit the Panhellenic community at Lafayette College, it recommended to change the recruitment schedule from a 6-5-4-2 model to a 6-4-2 model. Beginning in fall 2015, the new structure was passed unanimously by chapters. The campus works collaboratively with an RFM Specialist, to determine Chapter Total and automatically reset chapter within 72 hours of bid day. The College resets total to the average chapter size. The following tables illustrate membership statistics.

Fig. 9 – Chapter Total



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Fig. 10 – Number of Chapters at total

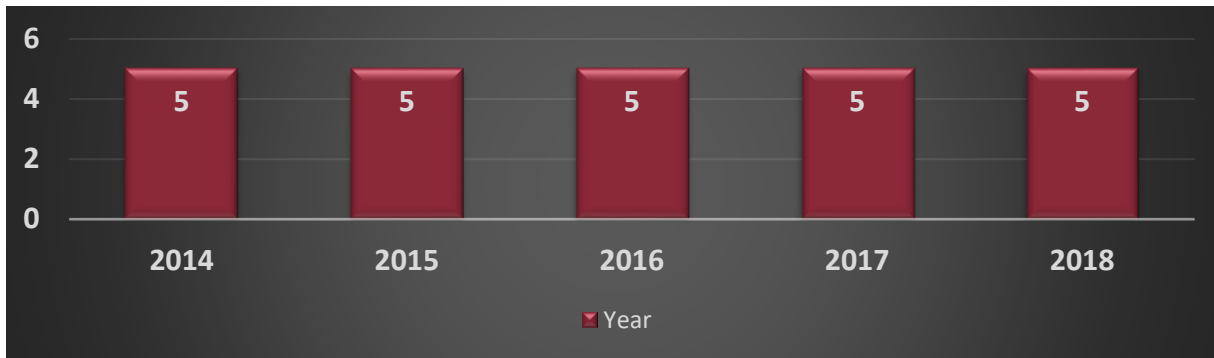
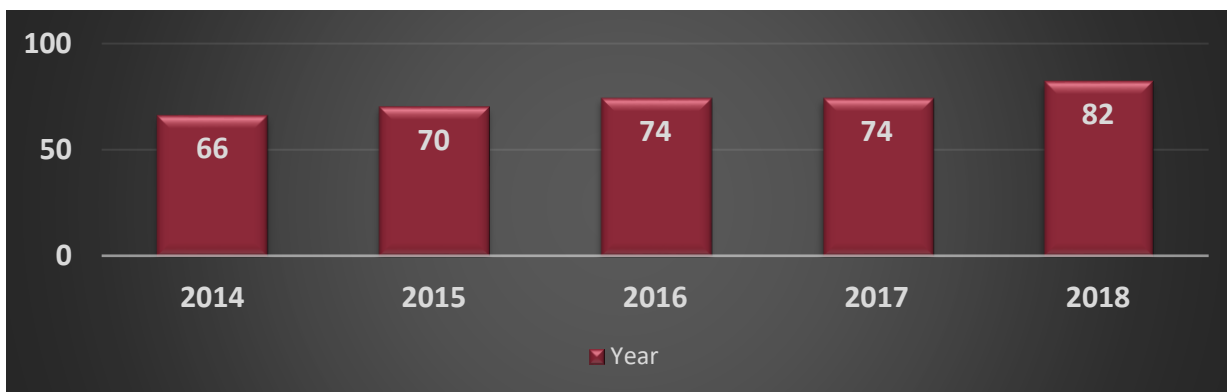


Fig. 11 – Average Chapter Size



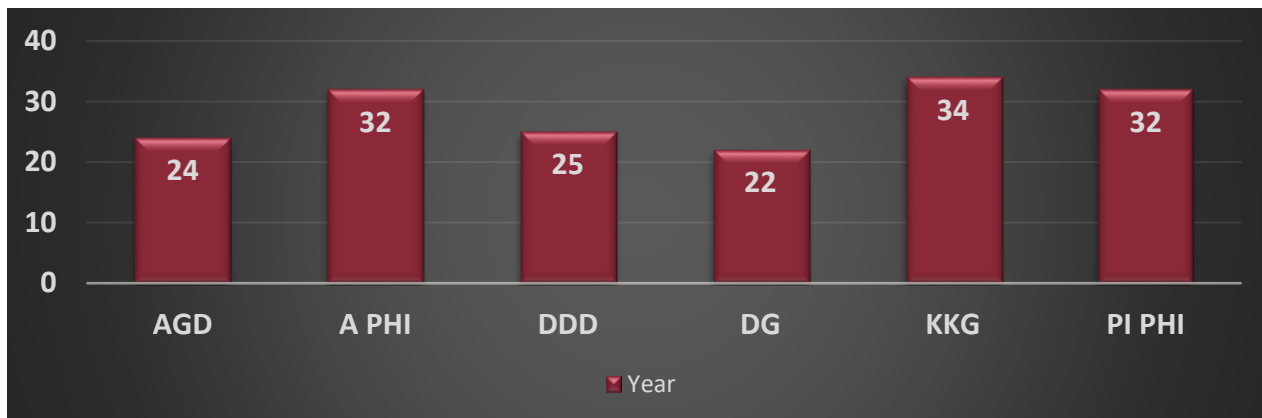
Housing Statistics

Lafayette College provides dedicated living space for each of the six recognized NPC fraternities/sororities on campus. Each fall semester, all chapter houses are required to be fully-occupied by initiated members. Because of a sizable student population that studies abroad in the spring semester, chapter houses are permitted to be under-occupied. Over the evaluation period, chapters, by-and-large, have met the fall occupancy rates. Chapters with vacancies prior to the start of the fall semester are required to fill the vacancy by other chapter members or risk having the spaces assigned by non-members by the Office of Residence Life. Over the evaluation period, there has been few cases where this has to have been enforced. According to the College's recognition process, any new chapter must successfully articulate how it intends to operate and be viable without a dedicated chapter house/facility. Any new chapter would not be immediately afforded space. Fig. 12 shows current occupancy rates.

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Fig. 12 – Occupancy Rates



Growth Analysis

Lafayette College was an all-male institution until 1970. Upon becoming a co-educational institution, the College established the following NPC fraternities and sororities:

Kappa Kappa Gamma – 1980-present

Sigma Kappa – 1980-1990 – *closed due to low membership*

Pi Beta Phi – 1980-present

Alpha Gamma Delta -1981-present

Delta Gamma -1982-present

Alpha Phi – 1989-present

Delta Delta Delta – 1992-present

In 2015, students not satisfied with their recruitment experience sought to restart the defunct Sigma Kappa chapter. The student leaders met with the Panhellenic Council to seek approval and were denied. In 2016, students not satisfied with their recruitment experience also came forward to express interest in starting a new sorority on campus. These conversations stalled. However, these conversations are what ultimately prompted the formation of the Exploratory Committee on Extension. Anecdotal data and interest group leaders have suggested that in both 2015 and 2016 anywhere between 40-60 women who withdrew or were not matched through primary recruitment viewed extension favorably. In 2017, no students came forward to request that an additional NPC sorority be started at the College. In 2018, following formal recruitment a request from 3 students who participated in recruitment and withdrew from the process also discussed the desire to start another chapter.

During the 2016-2017 academic year, the campus saw a marked increase in the level of student activism on a wide range of topics, including those pertaining to social justice of underrepresented groups, the political arena, and free-speech issues. A list of student concerns was delivered to the senior level administration on the behalf of students from underrepresented groups seeking to have the College address issues ranging from hiring more diverse faculty to calling for the establishment of one or more multicultural or historically black fraternities and sororities. The Office of Fraternity & Sorority Advising sent interest letters to all nationally-affiliated organizations that are members of NPHC, MGC, NALFO, and NAPA requesting their review of our campus profile and recognition process in order to gauge interest in possible expansion/extension. Responses were being recorded through the summer months, with favorable replies from a number of NPHC, NALFO, or MGC organizations.

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Following the outcome of the recruitment process for 2017, we saw a significant decrease in the number of individuals who Intentional Single Preference (3). In 2018, that number dropped to 1. We also saw a slight drop in the total number of women who withdrew from the process. The vast majority of those that did were juniors who had already participated in the formal recruitment process the previous year. A post-recruitment survey was sent out to participants following the 2017 cycle. We received 63 respondents, which was a 35% response rate. Respondents were asked to rate on a 1-5 scale their satisfaction of the recruitment process within a number of key areas. Below are some highlights/lowlights of that survey:

Rho Gamma Experience –

- Provided thorough support and encouragement – **4.4**
- Understanding how to identify sorority values and matching with personal values – **3.8**

Rho Gamma Helpfulness –

- Rho Gamma was unbiased/neutral party – **4.7**
- Rho Gammas were engaging before and during recruitment – **4.6**

Overall recruitment Experience –

- I felt respected at every chapter I visited – **4.1**
- I had sufficient time to get to know women at each sorority – **3.4**

Questions to be Addressed

Is the System unable to accommodate women wanting affiliation?

Maybe? For the past two primary recruitment cycles, women have come forward to express their concern over the lack of viable or preferred options to them. While the OFSA and Panhellenic Council have engaged in a number of outreach and educational efforts to manage expectations about the recruitment and mutual selection process, PNM's have expressed frustration that the process does not *feel* mutual. A number of PNM's feel that they should not return to house(s) to which they see no possibility of affiliation. Further, a number of PNM's (40-60) annually drop from the recruitment process because their party schedules reflect options they least prefer. Therefore, PNM's feel that the addition of another sorority would help to open additional options to them. Since this concept was not presented to Panhellenic Council prior to 2015 and since this was not revisited this past fall, it is difficult to determine true interest in the establishment of another NPC chapter.

Has total been adjusted to make current chapters larger to accommodate these women?

Yes. Beginning in 2015, we have raised total in order to place the largest possible number of PNM's into their preferred options. Please refer to Fig. 5, 8, 9, and 11 which illustrate the increases of women in the process, affiliation, and chapter size over time.

Are chapter sizes manageable and chapter houses full to capacity?

Chapter houses are required to be filled to occupancy requirements according to Residence Life Department policies. Please note in Fig 12 that there is an array of occupancy sizes from chapter to chapter. On average, chapter house occupancy is 28.1. Currently, multiple chapters struggle to identify which members can/should be housed based upon their internal points systems with the increase in recruitment quotas as well as increased chapter totals. It should be noted that chapters often permit all rising seniors to be released from any obligation to live in a chapter house in order to pursue private off-campus living. Therefore, some chapters struggle to fill their occupancy requirements. Due to the sizable number of students who study abroad during the spring semester, chapter houses are permitted to under-occupy.

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How will the addition of another NPC organization enhance the College Panhellenic community?

The exploratory committee identified a few enhancements to the Panhellenic community if another NPC organization was started. It is possible that the addition of another organization could increase the level of interest in the recruitment process, which could have a carry-over affect to increased affiliation within the Panhellenic community. Depending upon how effective the marketing for the organization was, the organization could reach a new audience that may not have considered joining a sorority before. This option may also be attractive to individuals who previously participated in recruitment and were not matched. The committee felt that the addition of a new sorority could add a new or different perspective that may previously had been missing. A new organization has the possibility of being comprised of individuals from more diverse backgrounds. This can range from socio-economic and geographic, to various ethnic, racial, and gender identities, to major, club and organization participation or other factors. Another organization could bring a new philanthropic cause to the campus. Through intentional fundraising efforts on the part of the campus community, there is numerous opportunities for those funds to make tremendous local or national impact. Additionally, this also will help to raise awareness for an important cause locally at Lafayette College and the greater Easton community.

If extension is approved, how will the College Panhellenic proceed with the extension process?

Lafayette College endorses NPC's Extension Process guidelines. The College will work with the NPC Extension Committee chairperson to develop reasonable and appropriate parameters for extension. It should be noted that Lafayette College policy prohibits first-year students from joining Greek-letter organizations. This same policy also states that all new member education/pledging requirements are to be completed within a 3-week timeframe. Lastly, any national organization that is approved to charter at Lafayette College must include the [College's non-discrimination statement](#) and obligation to follow all College regulations and policies governing student conduct and fraternity/sorority expectations within its bylaws.

If extension is approved, what type of timetable is the College Panhellenic anticipating with the colonization of a new organization?

If Lafayette College's Panhellenic Council votes to approve extension and is supported by NPC's Committee on Extension and Lafayette College's Recognition Committee during the spring 2019 semester, Lafayette College will coordinate with NPC to send notification to all NPC organizations by the end of the calendar year. Information packets will be collected and reviewed during the fall 2019 term. National organizations that are selected for campus presentations will be invited to campus during a timetable that fits best institutionally as well as with those representatives from each organization. It is possible that the organization selected for extension could be announced by the end of the 2019 academic year (05/2020). More clearly defined timetables will be established at that time.

If extension is approved, how will the College Panhellenic support the needs of any struggling organizations?

Lafayette College's OFSA and PHC will work with struggling chapter to recruit new members by employing a wide variety of methods to bolster its relative recruitment strength as well as its retention of current or new members. Additionally, the College partners with local and national staff and volunteers to provide hands-on support to struggling chapters. It should be noted however, that as part of each chapter's accreditation portfolio,

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meaningful progress has to be demonstrated related to recruitment/retention. Chapters that repeatedly do not make quota and/or total are subject to review by the College that may include suspension or closure.

If extension is approved, how will the College Panhellenic support the needs of the new organization?

Lafayette College's Panhellenic Council would support the needs of a new organization in a number of ways. The chapter could be supported through advisement and support methods which would include biweekly meetings with the president in order to understand the needs of the new chapter and to assist with tracking progress. It could also provide a list of resources available to the chapter on a variety of topics, including advisement models, leadership and chapter development, and sisterhood development activities. Panhellenic could be utilized to help facilitate co-sponsored events with the new chapter. Panhellenic could also use the delegates as a mechanism for information sharing and collaboration amongst the new chapter and established organizations. The council can assist in recruitment event logistics as well as marketing the new chapter amongst potential new members during the formal recruitment process as well as informal recruitment events during the continuous open bidding process. Lastly, the chapter presidents meet month through a roundtable format along with their male presidential counterparts and this would be another mechanism of support for this new organization.

Conclusions

Lafayette College is undergoing dynamic change through its multi-year enrollment growth plan. It also has established an aggressive financial aid plan to meet 100% of student need, moving to a need-blind cost structure. This multi-year growth plan coupled with recent recruitment classes that met or exceeded 200 students provided a moment for the Panhellenic community to evaluate the interest and feasibility of opening up for extension. The data sets show incremental increase in female student body enrollment at Lafayette College, increased enrollment and participation in sorority recruitment and some steady increases in quota and chapter Total. 2017 saw a retraction in the data. In 2018, recruitment data rebounded to 2015 and 2016 levels. Anecdotal data suggests there may be *some* interest in the establishment of another NPC organization on the part of students following the outcomes of the 2015 and 2016 formal recruitment processes. Panhellenic council, with the assistance and support of establish chapters could work together to support the addition of another organization, if approved. While the enrollment growth plan has the potential to grow the sorority community, it is not entirely clear whether interest would follow. During academic year 2016-2017, there was a significant level of social activism resulting in the Office of Fraternity & Sorority Advising working to solicit possible interest from nationally-affiliated, culturally-based organizations. Following a meeting of this exploratory in spring 2018, it was decided to evaluate the outcome of formal recruitment 2018 to incorporate that data. This report has been updated to include relevant statistics related to that recruitment cycle.

Recommendations

The exploratory committee unanimously recommends to not add an additional chapter to our campus at this time. The committee sites the high percentage of individuals who participated in formal recruitment that are matched to their first preference as well as previous recruitment cycles in which one chapter did not match to quota and remains under Total as the primary reasons for not recommending the addition of another NPC chapter at this time. However, due to Lafayette College's enrollment growth plan and the incremental increase of class sizes as well as the incremental increase in the eligible pool of potential new members may require revisiting this question in several years from now. The committee also seeks specific guidance from NPC on how to evaluate our community's profile to determine the best course of action in order for it to reach its full potential.

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Minutes of Lafayette College Panhellenic
April 13th, 2017

The regular meeting was called to order by President Jane Gibbons at 4:15 pm in Oechsle Center for Global Education. The roll was called by Secretary Amanda Baildon. A quorum was present.

ROLL CALL:

Advisor- Dan Ayala **Y**
President- Jane Gibbons **Y**
Executive Vice President- Kaitlyn Calogero **Y**
Vice President of Recruitment- Charlotte Choinski **Y**
Vice President of Operations- Amanda Baildon **Y**
Vice President of Public Relations- Alaina Ciccone **Y**
Delegate- Quinlan Moore **N**
Delegate- Julia Ciciarelli **N**
Delegate- Mailinda Hoxha **N**
Delegate- Molly Martindale **N**
Delegate- Jenn Burkhart **N**
Delegate- Sydney Burton **N**

GUESTS: The following guests were present:

IFC was present (Cam Bartlett, Adam Bothwell, Aditya Mehta, Jack Kleinert, and Parker Gaglione)

PREVIOUS MINUTES: The previous minutes were distributed on March 30th, 2017.

OFFICER REPORTS

The Vice President of Recruitment sent out a calendar of move in dates from Recruitment.

The Vice President of Public Relations will send out a finalized list of Greek Week activities in the coming days.

NEW BUSINESS

The motion offered by the Advisor of Fraternities and Sororities to create an exploratory committee for the recruitment process was approved. All sororities voted in the affirmative.

ANNOUNCEMENTS

The following announcements were made:

None

Chapter news:

The chapter delegates were not present to make announcements.

The next meeting will be April 20th, 2017.

ADJOURNMENT

The meeting adjourned at 5:30 pm.

Amanda Baildon, secretary.