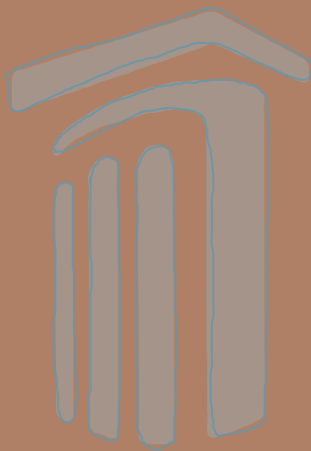




Fraternity & Sorority Life

2016-2017 ANNUAL REPORT



JOHNS HOPKINS
UNIVERSITY

Homewood Student Affairs
Fraternity and Student Life



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Letter from the Staff

Since our office was established in July 2015, we have seen a tremendous amount of improvement in our community’s infrastructure. The councils governing our organizations have stepped up in major ways and continue to pursue effective ways to develop programming, leadership opportunities, and accountability measures for their member groups.

Our membership continues to excel academically with a community-wide grade point average consistently above the all undergraduate average. For the first time in the fall semester of 2017, all organizations achieved a grade point average above a 3.0, which is a direct reflection of the hard working students who make up the fraternal community at Johns Hopkins.

Aside from scholastic achievement, there is data in this report demonstrating the community’s commitment to service and philanthropic giving. With a total economic impact of over 1 million dollars for the 2016-2017 academic year, the organizations have increased both their structures for reporting their contributions to the community as well as their investment in civic engagement.

While we are pleased to share this report with our constituents, we also recognize there is more work to be done, particularly in the area of social responsibility. It is our responsibility as administrators to have intentional conversations with students about harm reduction and ways they manage risk. As a University, we are taking strides to provide even more of these conversations and education for our members and the larger Hopkins community.

Accountability is important to us and we have worked with the council and organization leaders to ensure peer accountability is a priority. This includes addressing each other within and across organizations as it pertains to risk management, but it does not stop there. We have witnessed strategic and meaningful dialogue take place among both positional leaders and general members regarding new member education, community building, diversity and inclusion, organizational growth, and council efficiency.

The 23 organizations and three councils advised by the Office of Fraternity and Sorority Life are comprised of exceptional students with big ambitions. We take seriously the role our staff plays in developing student leaders, providing opportunities for education, and advising organizations on their operations, event management, and community involvement.

Thank you for taking the time to learn more about the community of fraternal organizations at Johns Hopkins University. We look forward to your continued support.

Sincerely,

Calvin Smith
Director

Tara Fuller
Assistant Director

2016–2017 Highlights and Demographic Information

23 Fraternities, Sororities, and Local Organizations on Campus

12 Sororities	10 Fraternities	1 Local Organization
5 National Panhellenic Conference (PAJH)	8 Interfraternity Council (IFC)	1 Local Society
3 historically African-American	2 historically African-American (NPHC/MGC)	
1 Latino Interest		
1 Asian Interest		
2 Multicultural Interest		

- 1,415 total members in the community (based on full-time undergraduate status)
 - 897 women and 518 men in the community
 - Three (3) governing councils govern 22 organizations
 - The Interfraternity Council (IFC)
 - Intercultural Greek Council (IGC)
 - Panhellenic Association at Johns Hopkins (PAJH)
 - 56% of the students in the JHU FSL community fall under the auspices of PAJH (757 of the 1415 students)
 - Average chapter size: IFC—64, IGC—7, Local—84, PAJH—151
 - Over 97% of students affiliated with FSL are in at least on other cocurricular activity
 - Approximately 96% retention rate for chapters in the Spring 2017 semester
 - Ethnicity: 48% white, 3.5% African American or Black, 17% Hispanic, 17% Asian, 2% Unknown. The final 12.5% are listed as Two or More Races, American Indian/Alaskan Native, or Foreign/Non-Resident Alien.
 - Gender: 63% women, 37% men
 - Residence: 51% in off-campus housing, 49% in residence halls
- Academic Highlights

Group Category	Grade Point Average
All Johns Hopkins University	3.50
All Fraternity and Sorority Life	3.51*
All Female	3.54
All OFSL Women	3.55*
All Local Organizations	3.55*
All Male	3.46
All OFSL Men	3.44

- *FSL outperformed JHU average
- Approximately 43% of students affiliated with FSL made the Dean’s List in Spring 2017 (vs. 30% in Spring 2016)
 - The 4-year graduation rate of students affiliated with FSL was 92.3%, compared to the JHU 4-year graduation rate of 87.7% (as of August 2017)
 - Admission Type: 39% Early Decision, 60% Regular Decision, 1% Transfer Students
 - Level in School: 23% First Year Students, 25% Second Year Students, 31% Juniors, 21% Seniors
 - Top 5 Majors: Public Health, International Studies, Writing Seminars, Economics, and Neuroscience

Office of Fraternity and Sorority Life (OFSL) staff members are advocates for our community members. In pursuit of creating and sustaining safe environments for students, we have conversations and mechanisms to keep people accountable; but, we also act as a liaison between the group and the University in a way that protects them from unfair action or overly harsh criticism. OFSL provides the necessary harm reduction education to students to effectively reduce the University’s liability and shield the University from negligence lawsuits.

National Hazing Prevention Week

- Approximately 100 students engaged in each event, with the highest attendance at the Keynote Speaker event which included students from Club Sports, Athletics, and Homewood Arts along with Fraternity and Sorority Life.
- This week of programming elevates conversation about hazing and provides interactive and engaging anti-hazing education.
- This week of events is a cross-campus collaboration and includes keynote speakers, hazing statistics trivia, midnight breakfast, public service announcements at athletic events, and the creation of a “These Hands Don’t Haze” banner.

Training for Intervention Procedures (TIPS)

- TIPS focuses on decision making, intervention, and interpersonal skills in the context of alcohol-related situations.



- Over 90% of the new members were trained in TIPS for the first time in academic year 2016-2017.
- It is a requirement that all new members go through the 2.5 hour-long alcohol bystander intervention training.
- As a result of attending TIPS, 90% of students either agreed or strongly agreed they are more aware of the ethical implications of their decisions, and that the TIPS program will help improve their interaction with people under the influence of alcohol.
- Over 86% of those surveyed feel more confident in appropriately responding to someone with alcohol poisoning and 86% agreed or strongly agreed the program helped them to understand the negative impact of alcohol in their everyday life.

- The FSL community served over 17,200 hours during the 2016-2017 academic year. This equates to approximately \$935,810 in monetary value.
- Additionally, the FSL community donated over \$52,700 dollars to various organizations in the form of money or gifts in-kind during the 2016-2017 academic year.
- The overall FSL contribution for AY 2016-2017 equates to over \$1,067,800.

Community Service Projects		Philanthropic Projects
Alliance for Clean Water	Hopkins for the Homeless	American Cancer Society
ALS	Houston’s Big Feast	American Heart Association
American Red Cross	Kennedy Krieger	Autism Awareness
Arbutus Fire Department	KUDOS	Avon Breast Cancer Crusades
Arts for Hearts	Lemonade for Literacy	Beta Theta Thrift
Asian American Voter Registration	Let’s Get Ready—SAT Tutoring	Brain Cosgrove
Baltimore City Health Department	Madre Theresa Orphanage	Breast Cancer Awareness
Baltimore County EMS	Maryland SPCA	Bulldog Basketball School
Baltimore Marathon	Maryland Zoo	Camp One Heartland
Baltimore Museum of Art	Mercy Medical Center	CASA de Maryland
Baltimore National Harbor	MLK Day of Service	Catholic Charities of Baltimore
Baltimore Station	Monument Quilt Project	Chabad of JHU and Central Baltimore
Blue Water Baltimore	MS Walk	Children’s International
Boy Scout Camp	Mueveton	Children’s Miracle Network
Boys and Girls Club	My Sister’s Place	Huntsman Cancer Institute
Camp Kessem	Oktoberfest	Israeli Defense Force
CASA de Maryland	Our Daily Bread	Kappa Kappa Gamma Foundation
Centro Sol & Community Garden	Paul’s Place	Katie Oppo Research Fund
Charm City Science League	Pediatric Brain Tumor Department	Kennedy Krieger
Children’s House	President’s Day of Service	Let Girls Learn Initiative
Children’s Miracle Network	Project Prevent	Lucky Dogs
Circle K	Reading Partners—Dallas	Malala Fund
Club 1111	Relay for Life	Sloan Kettering Cancer Center
Comcast Cares	Ronald McDonald House	Men of Principle Scholarship
Community Impact Internships	SALUD Bilingual Interpreting	Mugs of Love
Derby Days	SOHOP	Pi Beta Phi Foundation
Encore	Special Need Society	RAINN
Feed My Starving Children	St. James/St. Phillip’s Church	Reading is Fundamental
Franciscan Center	Thread	Relay for Life
Global Brigades	Tutorial Project	Sigma Chi Foundation
Global Medical Brigades	VA Hospital	The Baltimore Book Thing
Governmental Hospital—India	Village Health Works	The Push
Gunpowder Falls State Park	Women’s Initiative Network	Upton Garden Girls Centre (St. Lucia)
Habitat for Humanity	Wounded Warrior Project	USO
Health Leads	Wyman Park Dell	
Hope Lodge	YMCA	
Hopkins Emergency Response Unit		

New Member Orientation

- 265 new members participated in the one-day orientation held by OFSL.
- Learning outcomes for the day included reviewing definitions of risk management and hazing, learning about the shared history of fraternity and sorority life, building relationship with peers in the community, and reflecting on individual values and principles and connecting them to fraternal organizations.
- This program promotes looking at the big picture of fraternity and sorority life and understanding how each individual contributes to the community.



On Campus Leadership Programming

- Chapters and members either attended or sponsored a total of 175 programs, or cosponsored a total of 28 programs.
- These programs focused on: Risk Management, Mental Health, Diversity and Inclusion, Civic Discourse, Professional Development, and Environmental Sustainability.
- This is reflective of a 298% increase in educational activities for FSL organizations compared to academic year 2015-2016.

Northeast Greek Leadership Association (NGLA) Conference

- Seven Students from PAJH and IGC had the opportunity to travel to Hartford, CT to connect and build relationships with student leaders from other institutions.

- They met professionals in the field and listened to speakers who helped them to better understand the fraternal movement, the breadth of the FSL community, and ideas for bringing value to the campus community.

Networking and Connections

- Established organizations have extensive networks that are valuable to members long after college.
- There have been approximately 23,000 students initiated into one of 48 social fraternal undergraduate organizations at JHU since 1877.
- Today, there are approximately 14,000 living alumni. This makes up approximately 32% of the 43,653 living JHU Homewood Bachelor's Degree recipients.
- Many of these graduates provide meaningful connections to students in their organizations leading to future successes of students involved in FSL.

2016-2017 Academic Year

Registration by Class		New Members by Class		Potential New Members by Council		New Members by Council	
First Year	513	First Year	307	IFC	149	IFC	145
Second Year	82	Second Year	73	PAHJ	215	PAHJ	204
Junior	10	Junior	9	IGC	26	IGC	26
Senior	7	Senior	5	Local	18	Local	18
Totals	612		393		408		393

New Member by Class Year

Graduation Year	Total New Members Recruited	First Year Class Size	Percentage
2017	684	1294	53%
2018	388	1417	27%
2019	344	1300	26%
2020	393	1313	31%

- There was a 10% increase in the recruitment of new members from AY 2015-2016 to AY 2016-2017. This was driven up primarily by the addition of the local organization and an increase in IGC membership.
- The Johns Hopkins University fraternal community has a 97% retention rate for new members who received an invitation to join. This is a 4% increase from AY 2015-2016.
- High retention rate is an indication of low amounts of hazing and sound new member programs. The national average retention rate is around 80% (compare to 96% at JHU).
- 39% of the first year class registered for recruitment, a 6% increase from AY 2015-2016, and 24% became members of an organization, a 3% increase from AY 2015-2016.
- Of the 612 undergraduate students that expressed interest in FSL through registration, 67% gained the opportunity to join, and 64% became members of their respective chapters.



Accountability: Congruence Assessment Program

- The Congruence Assessment Program (CAP) is an assessment tool that has been implemented in the fraternity and sorority community at Johns Hopkins University*.
- The assessment examines each organization’s involvement and performance in four areas: Academics, Organization Management, Member Development, and Community Involvement.
- At the conclusion of every semester, each organization’s CAP portfolio is graded on a point system, and based on total points, each chapter is awarded a Gold, Silver, Bronze, or Needs Improvement status.

Recognition Levels: Gold: 260 and above; Silver: 238-259; Bronze: 201-237; Needs Improvement: 209 and Below

Fall 2016		Spring 2017	
Chapter and Rank	Recognition Level	Chapter and Rank	Recognition Level
Alpha Phi Alpha	GOLD	Pi Beta Phi	GOLD
		Sigma Iota Alpha	GOLD
		Sigma Omicron Pi	GOLD
Sigma Iota Alpha	SILVER		
Pi Beta Phi	SILVER	Alpha Epsilon Pi	SILVER
Sigma Chi	SILVER	Alpha Phi Alpha	SILVER
Phi Mu	SILVER	Beta Theta Pi	SILVER
		Kappa Alpha Theta	SILVER
Kappa Alpha Theta	BRONZE	Kappa Kappa Gamma	SILVER
alpha Kappa Delta Phi	BRONZE	Phi Gamma Delta	SILVER
Sigma Omicron Pi	BRONZE	Phi Kappa Psi	SILVER
Alpha Kappa Alpha	BRONZE	Phi Mu	SILVER
Beta Theta Pi	BRONZE	Sigma Phi Epsilon	SILVER
Delta Sigma Theta	BRONZE		
		alpha Kappa Delta Phi	BRONZE
Kappa Kappa Gamma	NEEDS IMPROVEMENT	Alpha Phi	BRONZE
Phi Kappa Psi	NEEDS IMPROVEMENT	Delta Sigma Theta	BRONZE
Phi Gamma Delta	NEEDS IMPROVEMENT	Sigma Chi	BRONZE
Phi Delta Theta	NEEDS IMPROVEMENT	Sigma Gamma Rho	BRONZE
Sigma Phi Epsilon	NEEDS IMPROVEMENT		
Alpha Delta Phi	NEEDS IMPROVEMENT	Alpha Delta Phi	NEEDS IMPROVEMENT
Alpha Phi	NEEDS IMPROVEMENT	Alpha Kappa Alpha	NEEDS IMPROVEMENT
Delta Xi Phi	NEEDS IMPROVEMENT	Delta Xi Phi	NEEDS IMPROVEMENT
Alpha Phi Epsilon	NEEDS IMPROVEMENT	Phi Delta Theta	NEEDS IMPROVEMENT
Phi Iota Alpha	NEEDS IMPROVEMENT	Phi Iota Alpha	NEEDS IMPROVEMENT
Sigma Gamma Rho	NEEDS IMPROVEMENT		

*The Congruence Assessment Program has been modified from Towson University’s Chapter Assessment Program. This program was originally developed at the University of Delaware.

Academic Excellence

The following is a comprehensive list of the average GPA for each group listed, ranked highest to lowest. Many of our organizations consistently outperform the JHU average undergraduate GPA.

Fall 2016		Spring 2017	
Chapter	GPA	Chapter	GPA
alpha Kappa Delta Phi	3.75	alpha Kappa Delta Phi	3.72
Alpha Phi	3.64	Sigma Omicron Pi	3.67
Beta Theta Pi	3.62	Kappa Kappa Gamma	3.60
Sigma Omicron PI	3.61	Kappa Alpha Theta	3.57
Kappa Alpha Theta	3.6	Pi Beta Phi	3.57
Phi Mu	3.59	Phi Gamma Delta	3.57
Phi Gamma Delta	3.59	All PAJH	3.56
All PAJH	3.58	Alpha Epsilon Pi	3.55
Alpha Phi Alpha	3.58	Alpha Kappa Alpha	3.55
All Sorority Women	3.58	IX Society	3.55
Kappa Kappa Gamma	3.56	All Local Organization	3.55
Delta Sigma Theta	3.55	All Sorority Women	3.55
Pi Beta Phi	3.53	Alpha Phi	3.54
		All Undergraduate Female	3.54
Sigma Iota Alpha	3.52	Beta Theta Pi	3.52
All FSL	3.52		
All Undergraduate Female	3.50	Phi Mu	3.51
Alpha Epsilon Pi	3.49	All FSL	3.51
All IGC	3.47	All Undergraduate	3.50
All Undergraduate	3.45	Alpha Phi Alpha	3.47
All IFC	3.44	All Undergraduate Male	3.46
		Phi Delta Theta	3.45
Phi Kappa Psi	3.43	All Fraternity Men	3.44
All Fraternity Men	3.43		
Delta Xi Phi	3.42	All IFC	3.44
All Undergraduate Male	3.41	Sigma Chi	3.42
Sigma Phi Epsilon	3.40	Phi Kappa Psi	3.39
Sigma Chi	3.37	Sigma Iota Alpha	3.39
Alpha Delta Phi	3.35	All IGC	3.39
Alpha Kappa Alpha	3.29	Sigma Phi Epsilon	3.36
Phi Delta Theta	3.27	Alpha Delta Phi	3.34
Sigma Gamma Rho	2.58	Delta Sigma Theta	3.34
Phi Iota Alpha	2.53	Delta Xi Phi	3.32
		Sigma Gamma Rho	2.43
		Phi Iota Alpha	2.42

Infraction by Chapter	Number of Infractions (AY 2016-2017)	Responsible (AY 2016-2017)	Pending (As of 6/6/2017)
Alpha Delta Phi	6	3	2
Alpha Epsilon Pi	3	2	1
Beta Theta Pi	2	1	0
Phi Delta Theta	1	1	0
Phi Gamma Delta	2	1	0
Phi Kappa Psi	3	1	0
Sigma Chi	1	1	0
Sigma Phi Epsilon	3	0	2
Sigma Alpha Epsilon*	2	0	2
Sigma Iota Alpha	1	0	1
St. Elmo's	4	0	4

*Underground/unrecognized organization

Infraction by Type	Number of Reports (AY 2016-2017)	Sanction Type	Number of Sanctions (AY 2016-2017)
Alcohol Transport	2	Notification	6
City Ordinance (Noise Citation)	0	Formal Warning	6
Hazing	1	Disciplinary Probation	0
Alcohol	5	Deferred Suspension	0
Sexual Assault	0	Suspension/Derecognition	0
Hosting	9		
Underground Activities (Active)	4		
Underground Activities (Inactive)	2		
Disruptive Conduct	1		
Failure to Comply	1		
Disturbing the Peace	7		
Disrupt Integrity/ Mission of University	1		
Violation of any University Policy/Procedure	2		
Harassment	1		

- The two categories with the highest rate of infraction were Hosting (40%) and Disturbing the Peace (32%).
- During the 2016-2017 academic year, there were two alcohol transports. This constitutes a 75% reduction in alcohol related transports from FSL affiliated events.
- Student conduct infractions were down 31% in AY 2016-2017 compared to AY 2015-2016.
- There was a total of 364 FSL off-campus social events with alcohol registered—78% were approved.
- Total event registrations were up 90.1% in AY 2016-2017 compared to AY 2015-2016, showing a greater understanding of the registration process.
- There were several reports affiliated with underground and unrecognized organizations that were generated by the community and funneled to FSL
- There were many instances where organizations were found not responsible or they were given the opportunity to come up with a developmental plan for the chapter.

Alpha Phi

- Order of the Lamp Qualifier
- Excellence in Social Media and Marketing

Alpha Delta Phi

- Stop Soldier Suicide

Alpha Phi Alpha

- Collegiate Scholar Bowl Champion—State

alpha Kappa Delta Phi

- Top 3 Highest GPA
- Highest GPA South East Region

Beta Theta Pi

- John Riley Knox Award
- Francis H. Simpson Award

Delta Xi Phi

- Highest Chapter GPA
- Excellence in Friendship Award
- 8 Individual Academic Recognition Awards
- Presidential Bronze Volunteer Service Award
- Chapter of the Year Runner Up

Kappa Alpha Theta

- Outstanding Community Service and Philanthropy Program
- Bronze Kite Award

Phi Mu

- Chapter Total Award
- Formal Recruitment Quota Award
- Lending a Helping Hand Award
- Academic Honor Roll

Pi Beta Phi

- Nominee for Chapter Service—Region 1
- Overall Beta Chapter Recognition
- Nominee for Excellence in Academic Monitoring Program
- Excellence in Appreciation of Fraternity Values
- Overall Pi Levels
- Silver Slipper Award
- Outstanding VPF-MD GAMMA
- Devany Diamond

Sigma Chi

- J. Dwight Significant Chapter Blue Award
- Outstanding Ritual Award
- Academic Achievement

FSL Awards

Organization Awards

Outstanding Community Service Project

Sigma Iota Alpha—IGC

Kappa Alpha Theta—PAJH

Campus Involvement Award

Beta Theta Pi—IFC

Alpha Phi Alpha—IGC

Kappa Alpha Theta—PAJH

Chapter Executive Board of the Year

Beta Theta Pi—IFC

Alpha Phi Alpha—IGC

Pi Beta Phi—PAJH

Outstanding Philanthropy Program

Sigma Iota Alpha—IGC

Kappa Alpha Theta—PAJH

Outstanding Educational Program

Alpha Phi Alpha—IGC

Kappa Alpha Theta—PAJH

Most Improved Chapter

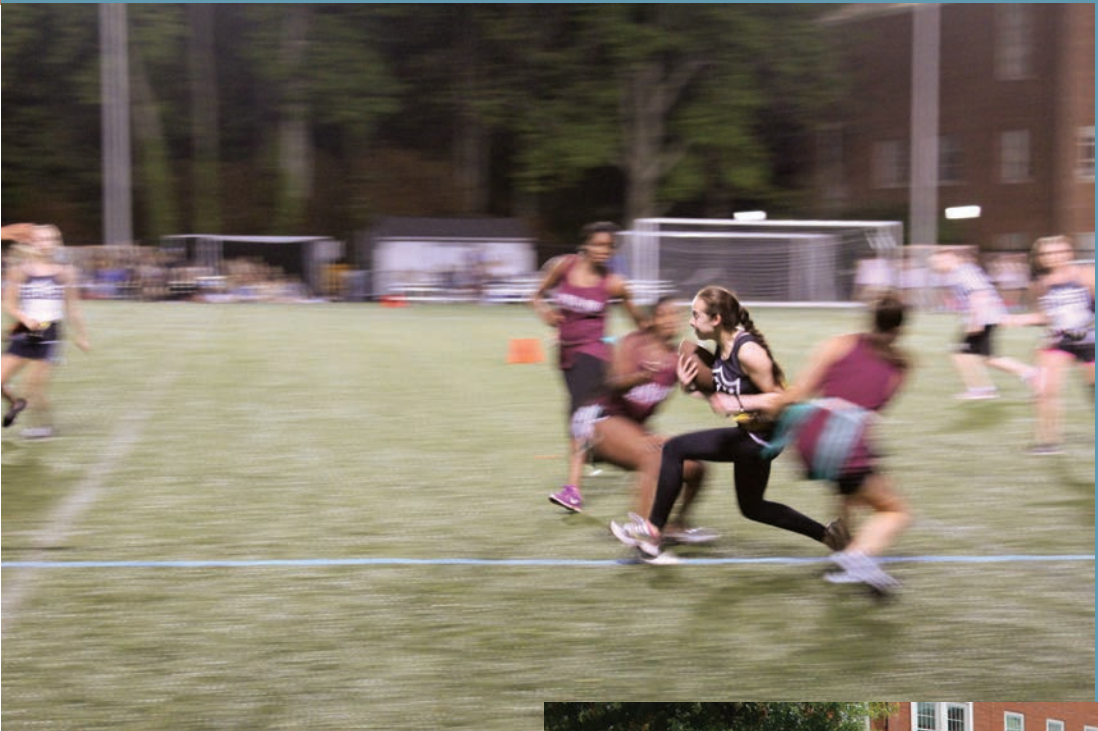
Kappa Alpha Theta

Chapter of the Year

Phi Mu

Individual Awards

Award	Recipient	Chapter
Outstanding Chapter Delegate (PAJH)	Mia Berman	Pi Beta Phi
Outstanding Chapter Delegate (IFC)	Johnathan Tai	Beta Theta Pi
Senior Leadership and Campus Activities Award of the Year	Jacob Dachman	Beta Theta Pi
Senior Leadership and Campus Activities Award of the Year	Caroline Bradford	Alpha Phi
Woman of the Year	Jasmin Johnson	Alpha Kappa Alpha
Man of the Year	Cameron White	Alpha Phi Alpha
Advisor of the Year	John Rawlins III	Alpha Phi Alpha
Senior Academic Excellence Award	Anthony Karahaios	Sigma Chi
Senior Academic Excellence Award	Jessica Kahan	Pi Beta Phi
Fraternity President of the Year	Raphael Norman-Tenazas	Sigma Chi
Sorority President of the Year	Mary Kate Turner	Phi Mu





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