The Fraternity & Sorority Advisory Council

2002-2003 Annual Report
We, the Fraternity and Sorority system of Cornell University, exist to cultivate the intellectual, social, and ethical development of our members in an environment of freedom with responsibility. As such, we reaffirm our vision and values that serve as the foundation in guiding us in our personal and academic lives.

We commit to scholarship and learning foremost in our daily activities, and we dedicate ourselves to leadership and personal growth as we aspire to enhance the surrounding community through strong leadership.

We strive to emphasize teamwork and commitment in achieving our goals, and we aim to help others through philanthropy and service.

We promote determination and self-confidence through programming that encourages mutual support and respect for our peers, our University, and the greater community.

We aim to foster diversity and appreciation of difference among all members of the Greek system, and we strive to set a standard and support others as they work toward this goal.

We develop bonds of friendship through tradition that strengthens our chapters, our University, and our community.
In keeping with the core values (scholarship, leadership, philanthropy, service, diversity, and friendship) of Cornell's fraternity and sorority community, we are pleased to present the 2002-2003 Fraternity and Sorority Annual Report. This document features the many accomplishments of our undergraduate and alumni leaders and outlines plans for a successful future. Specifically, this report highlights:

- Leadership development opportunities along with programmatic endeavors of fraternity and sorority students;
- The accomplishments and challenges of a self-governing model of leadership;
- Plans for enhanced mentoring and educational programming opportunities;
- The tremendous support and guidance of our alumni and faculty body; and
- Appendices with detailed reports of the system.

During this past year, individual members of the fraternity and sorority community have committed their time and energy to over 29,000 hours of community service. They have raised and contributed more than $200,000 to various philanthropic organizations. They have managed the facility and financial operations of 54 facilities that house approximately 1,500 members, and they have provided the leadership to serve the academic and social well being of over 3,000 student members.

Continuing to maintain these high standards of excellence with a constantly changing student membership is a challenge to our Greek community and its alumni and student leaders. Cornell has accepted this challenge, and with a groundbreaking initiative, has begun to pilot a two-year program entitled, Creating Chapters of Excellence. Nine chapters are working with enhanced guidance from staff, alumni, and faculty to revitalize the quality of their chapter management, programming, and operations.

With one of the largest fraternity and sorority residential systems in the country, Cornell remains committed to supporting and guiding its students and alumni in achieving the values upon which the fraternity and sorority community was founded. We are grateful for your support and ask you to continue this journey with us by working collaboratively to mentor and educate the leaders of tomorrow.
**Table of Contents**

Leadership Development and Training
- Cross-Council Programming ........................................... 3
- Interfraternity Council Goals and Activities ......................... 4
- Multicultural Greek Letter Council Goals and Activities ........... 4
- Panhellenic Association Goals and Activities ........................ 5

New Membership Recruitment
- Interfraternity Council ................................................ 6
- Multicultural Greek Letter Council ................................... 6
- Panhellenic Association ............................................... 7

Fraternity and Sorority Social Policy
- President’s Council on Alcohol and Other Drugs ................... 7
- Third Party Catering System ........................................... 7
- National Panhellenic Conference Policy ............................... 8
- Student Committees ................................................... 8

University-Wide Residential Initiative ............................... 8
Creating Chapters of Excellence Pilot Program ......................... 8

Finances and Facility Improvements
- Fire Safety Systems ................................................... 9
- Housing Agreement for University-Owned Properties ............... 9
- Financial Summary for University-Owned Chapters ................ 10
- University-Owned Properties Facility Update ....................... 10
- Financial Summary for Privately-Owned Chapters ................ 11
- Privately-Owned Properties Facility Update ......................... 11

Alumni Affairs and Development
- Alumni Relations Activities ......................................... 13
- Fundraising Support ................................................... 14

Undergraduate, Alumni, and Faculty Recognition
- Chapter Recognition .................................................. 16
- Chapter Awards ....................................................... 17
- Individual Accomplishments ........................................ 17
- Faculty Achievements ................................................ 19
- Dyson Undergraduate Scholarships .................................. 19

Appendices
- A. Fraternity and Sorority Advisory Council Membership Roster .... 22
- B. 2002-2003 Summary of Chapter Evaluations ...................... 23
- C. Office of Fraternity and Sorority Affairs Organization Chart .... 24
- D. Office of the Dean of Students Organization Chart ............... 25
- E. Judicial Activity .................................................. 26
- F. Interfraternity Council Leadership (as of June 2003) .............. 27
- G. Multicultural Greek Letter Council Leadership (as of June 2003) 29
- H. Panhellenic Association Leadership (as of June 2003) ............ 30
- I. Fraternity Statistics (as of June 30, 2003) ........................ 31
- J. Sorority Statistics (as of June 30, 2003) .......................... 32
- K. Fraternity Academic Data by Organization ......................... 33
- L. Sorority Academic Data by Organization ........................ 35
Leadership Development and Training

Membership in the fraternity and sorority community is divided among three councils, the Interfraternity Council, the Multicultural Greek Letter Council, and the Panhellenic Association. Although each council has individual goals and objectives, there are shared opportunities for educational programming. The following section highlights several cross-council leadership and training initiatives, as well as a multitude of accomplishments from each governing body.

Cross-Council Programming

Community Service and Philanthropy

As of July 2003, fraternity and sorority members have raised approximately $200,000 for service agencies in the Ithaca area and beyond, and contributed over 29,000 hours of service to our community. In addition, 79% of the 2003 Cornell Fund Volunteer Student Phone-a-thon volunteers were fraternity and sorority members. Twenty-two of twenty-eight participating Phone-a-thon organizations were Greek. The Greek community played a large part in raising $155,940 for Cornell from 1,782 alumni. Alpha Chi Omega, Kappa Phi Lambda, and Phi Kappa Tau led the groups in participation and each received the annual Cornell Fund Philanthropy Award.

Presidents’ Retreat

The Presidents’ Retreat is an annual August program for chapter presidents and council leaders. This past year’s retreat was held at the Robert Purcell Community Center and was facilitated by Michael A. Hayes, a past AD White Administrator award recipient and current national officer for Pi Kappa Alpha Fraternity, Inc. Chapter and council leaders participated in self-assessment of their leadership skills, discussed the notion of leadership versus management within their organizations, and engaged in a spirited debate about the future of the fraternity and sorority community with the Office of Fraternity and Sorority Affairs staff members and Dean of Students Kent L. Hubbell ’67 (Alpha Delta Phi).

Emerging Leaders’ Retreat

The Emerging Leaders’ Retreat was developed to assist in the growth and leadership development of our rising Greek sophomores and juniors. It was held at the Thornfield Conference Center in Cazenovia, New York and again featured Michael Hayes, as the lead facilitator. In addition, current student leaders, Meghan Dubyak ’04 (Alpha Phi), Paul El-Meouchy ’04 (Sigma Pi), Jonathan Emanuele ’03 (Lambda Chi Alpha), Christopher Gibbs ’04 (Pi Delta Psi), Annie Kuo ’04 (Kappa Phi Lambda), Sean Sobottka ’04 (Delta Phi), and Michelle Upton ’04 (Alpha Phi) served as facilitators for the small group sessions. Over 45 students participated in this weekend, which focused on developing teamwork, building community, and enhancing leadership within the Greek system. Of the students participating in the weekend, over 95% have since begun or continued in leadership positions within their chapters, Alumni Interfraternity Council, Multicultural Greek Letter Council, or Panhellenic Association Councils. The speaker for the FALL 2003 Emerging Leaders’ Retreat will be supported through a contribution from the Adelphic Cornell Educational Fund.

AD White Leadership Conference

The annual AD White Leadership Conference was held in February 2003 at the Statler Hotel. This year, two student co-chairs, Erica Lee ’03 (Kappa Alpha Theta) and Graham Schell ’04 (Sigma Phi Epsilon) were chosen to direct the logistics and preparations for the day. Over 325 chapter officers, alumni, faculty, and friends of the community enjoyed topical breakout sessions during the day, and a faculty luncheon with keynote speaker John Spence, a leadership development and strategic planning speaker for industry leaders and college students.

Northeast Greek Leadership Conference

The 2003 Northeast Greek Leadership Conference was held in Pittsburgh, PA. Officers from all three councils and staff from the Office of Fraternity and Sorority Affairs attended. This annual conference provides leadership training and education for fraternity and sorority leaders and Greek-life professionals. The Cornell Panhellenic Association was recognized with awards in seven of nine programming areas. In addition, the Interfraternity Council was recognized in the area of membership recruitment.
Delta Series
In SPRING 2003, new members were invited to participate in the Delta Series, a program series dedicated to enhancing the educational experience of members who pledge fraternities and sororities. The first program featured international model, Magali Amadei, who spoke about her personal battle with eating disorders and body image. In February 2003, motivational speaker, John Artis discussed his experience with racial bias. Artis and boxer Rubin "Hurricane" Carter served 15 years in prison before being released and freed from their allegations. The story was portrayed in the recent movie, The Hurricane, starring Denzel Washington. Additionally, chapters had the option to have their new members participate in Alcohol Edu, an interactive web-based alcohol education program, and the Sexual Health Awareness for Greeks program.

Officer Training Series
Each semester, scheduled meetings were held for Social Chairs, Treasurers, House Managers, New Member Educators, and Judicial Officers.

Greeks United Straight Allies
Student leaders from across the fraternity and sorority community have banded together to form an educational support group, Greeks United Straight Allies, for straight allies of lesbian, gay, bisexual, and transgender Greeks. The group was created to support the already existing Greeks United; an organization dedicated to the confidential support of lesbian, gay, bisexual, and transgender fraternity and sorority members. Goals for Greeks United Straight Allies included a student panel of lesbian, gay, bisexual, and transgender members to discuss their life experiences, as well as an effort to recruit one member from every chapter at Cornell. The chairpersons of Greeks United Straight Allies were seniors Dana Shanis ’03 (Pi Beta Phi) and Michael Sienko ’03 (Zeta Psi). Dave Chalenski ’04 (Sigma Phi), Interfraternity Council Executive Vice President, will succeed them as chair in the 2003-2004 academic year.

Interfraternity Council Goals and Activities

Building a “Pro-Brotherhood” Partnership in New Member Education
During the 2001-2002 academic year, Doug Onsi ’90 (Beta Theta Pi), co-chaired an Interfraternity Council Pro-Brotherhood Committee to review and recommend changes to the Interfraternity Council new-member education program. Recommendations included a curriculum-development strategy, clear judicial standards and incentives for self-reporting and the creation of a compliance program for chapters found violating the hazing policy. In response to this effort, the Interfraternity Council, Fraternity and Sorority Advisory Council, and the Office of Fraternity and Sorority Affairs invited all chapters, alumni corporations, and national fraternity organizations to participate in a summit addressing issues related to hazing. The program focused on bringing positive changes and fostering teamwork, while eliminating hazing from new member programs. Lisa Blockus, previously from Cornell Outdoor Education (and now our Director for Creating Chapters of Excellence Program), facilitated the program by examining the issues, auditing current practices in new member programs, and discussing best practices in building brotherhood.

Sexual Health Awareness for Greeks
In FALL 2002, Paul El-Meouchy ’04 (Sigma Pi), Interfraternity Council president, established Sexual Health Awareness for Greeks, a program for peer education on the subject of sexual health awareness. Students are trained to facilitate conversations related to developing positive relationships, sexual health safety, homophobia, and sexual assault awareness within fraternity and sorority members. Initial support for this program was provided by funds given by Hank and Nancy Bartels ’48 to the Vice President of Student and Academic Services for student-led initiatives, as well as support from the Gannett Health Center, and the Interfraternity Council.

Adopt-A-Block
This past year, in collaboration with the Collegetown Neighborhood Council, Interfraternity Council initiated an “adopt-a-block” program where chapters volunteer to maintain the cleanliness of specific blocks in Collegetown. Additionally, Interfraternity Council passed a resolution to unite and foster a positive relationship with residents of Ithaca. As part of the resolution, chapters voted to participate in more community service for the benefit of the Ithaca community.

Multicultural Greek Letter Council Goals and Activities

Funding
The Multicultural Greek Letter Council Program Board, officially formed in FALL 2002, was allocated $0.50 per member by the Student Assembly (totaling $6,190) to provide financial support for chapter-sponsored programs that are open to the community. Chapters solicit up to $500 per program from the Board through a written request
and proposed budget. A new campus account was created to manage the funds, providing Multicultural Greek Letter Council chapters with increased financial responsibility and the stability to facilitate important service and educational programming initiatives.

**Greek Summit**

In November 2002, Dr. Walter M. Kimbrough, Vice-President for Student Affairs of Albany State University of Georgia, facilitated an interactive presentation to address issues of hazing in culturally based Greek-letter organizations.

**Sub-committee to review hazing in the Multicultural Greek Letter Council Community**

Under the direction of Vice President for Student and Academic Services Susan H. Murphy ’73, PhD ’94, a University-wide committee was convened during the 2001-2002 academic year to review hazing practices on campus. This committee’s findings mirrored what was increasingly apparent during the past several academic years: hazing is a problem in the Cornell Greek system, and it keeps chapters from reaching their full potential.

During the 2003 SPRING semester, a sub-committee of the Fraternity and Sorority Advisory Council co-chaired by Frank Wilkinson ’84 (Alpha Phi Alpha Fraternity, Inc.) and Robert G. Engel Associate Dean of Students Suzy M. Nelson and comprised of Fraternity and Sorority Advisory Council member Professor Robert Harris (Alpha Phi Alpha Fraternity, Inc.), along with students, staff, faculty, and alumni was convened specifically to evaluate the intake practices within the Multicultural Greek Letter community. The committee will continue to meet during the FALL semester to develop recommendations for change.

**James A. Perkins Prize for Interracial Understanding and Harmony**

In SPRING 2003, Multicultural Greek Letter Council was awarded honorable mention for the James A. Perkins Prize for Interracial Understanding and Harmony and received a gift of $1,000. The council was recognized for their commitment to promoting the appreciation of the similarities and differences between the National Interfraternity Conference, National Panhellenic Conference, and culturally based Greek-letter organizations. Under the direction of Multicultural Greek Letter Council, representatives from all three councils united to learn more about one another and to ask questions regarding group-specific customs and practices.

**Greek Freak Step Show**

Multicultural Greek Letter Council hosted its annual Greek Freak Step Show in Barton Hall in April 2003, co-sponsored with CU 2Nite. The event attracted participants and visitors from around the New York State region and was a major fundraiser for the council. The first place recipients of the competition were Alpha Phi Alpha Fraternity, Inc. and Omega Phi Beta Sorority, Inc.

**Chapter Programs and Performances:**

- “Reflections: The Different Faces of Domestic Violence” – Brunch and presentation to educate about domestic violence and raise money for the Advocacy Center of Ithaca. Omega Phi Beta Sorority, Inc.
- “Corporation and Sanctification” – Presentation about career success and leadership for people of color. Phi Beta Sigma Fraternity, Inc.
- “I Was Born with Two Tongues” – Performance by Dennis Kim promoting Asian culture and presenting the struggle of the Asian experience through rap and poetry. Pi Delta Psi Fraternity, Inc.
- “Sleeping for the Homeless” – Philanthropy emphasizing food collection and the experience of being homeless. Sigma Gamma Rho Sorority, Inc.
- “Bridging Gaps” – Screening of “Before Night Falls” and discussion of issues within the Latino LGBT community. Sigma Lambda Upsilon Sorority, Inc.

**Panhellenic Association Goals and Activities**

**Policy Workshop**

This year, Panhellenic sponsored a policy workshop for executive members of each sorority and reviewed the social, hazing, and judicial policies. Five representatives from each chapter were in attendance and held small group discussions about how sorority leaders could ensure their chapters and members were in compliance with all policies. In addition, teambuilding exercises allowed sorority women to interact with women from other chapters and build a community relationship.
Red Carpet Challenge
The Panhellenic Association worked with the undergraduate sorority community to connect with Cornell Days and the Red Carpet hosting program to increase new member potential. Over 140 new members signed up to host potential students and promote the benefits of joining a sorority and other student organizations. Alpha Chi Omega had the highest participation rate. In addition, Lisa Kulak '06, worked with Cornell Days to sponsor a student involvement panel, bringing student leaders from a variety of campus organizations together to talk about student life at Cornell.

Panhellenic Association Meetings
In SPRING 2003, the Panhellenic Association revamped its meeting structure to encourage delegates to learn more about each other and promote unity within the sorority community. Additions included, a delegate training session, feature chapter of the week, discussion questions about current issues within the Greek community, and mandatory delegate participation in Panhellenic committees or directorships. As a result, the Panhellenic delegate position has increased its responsibility within the Panhellenic Association and has increased the number of women involved in Panhellenic initiatives. Sorority presidents held more frequent meetings and attended an Interfraternity Council meeting to explain the Panhellenic Association’s resolution to hold only alcohol-free co-sponsored social functions in men's fraternity facilities.

Pajama Jam
The Panhellenic Association applied for and was awarded late night funding from CU 2Nite, an organization dedicated to providing alcohol-free, late night programming for Cornellians. With this funding, the organization sponsored a ‘Pajama Jam’ event with pizza, ice cream, movies, massage therapists, live entertainment, and movies. Sorority women promoted the event by wearing their pajamas to class. The event was a huge success and well attended by both Greek and non-Greek students. Panhellenic plans to continue to sponsor late night, alcohol-free programs in upcoming semesters.

New Membership Recruitment
Over the past year, the number of students registering for Interfraternity Council and Panhellenic Association formal recruitment on-line continued to increase. Council leaders developed a number of new publicity efforts this past year. The creation of a full-color, 80 page Guide to Greek Life, featured information on the recruitment and intake processes for Interfraternity Council, Multicultural Greek Letter Council, and Panhellenic Association. In addition, each chapter was given a full page to include pictures and facts about their organization.

Interfraternity Council
Interfraternity Council chapters experienced a decline in recruitment numbers with 503 new members in 2003 compared to 580 in 2002. Many attributed this to a decrease in Interfraternity Council chapters recruiting (as a result of closed chapters) combined with weak marketing strategies. As a result, the Fraternity and Sorority Advisory Council formed a sub-committee to examine recruitment issues and implement significant changes to current marketing practices. Doug Onsi ’90 (Beta Theta Pi), alumni member of the Fraternity and Sorority Advisory Council, and Mark Pincus ’05 (Alpha Sigma Phi), Vice President for Membership Recruitment of the Interfraternity Council, co-chaired the committee comprised of several student members. Some specific recommendations include: updated websites; a formal FALL recruitment process; a new tracking process for interested prospects; an increased emphasis on registration; education about best practices for chapter officers, alumni, and members; and an on-campus information fair and posters advertising formal recruitment week. In addition, several fraternities have re-colonized and will be recruiting during the 2003-2004 academic year including Chi Psi, Delta Upsilon, Pi Kappa Phi, and Theta Chi.

Multicultural Greek Letter Council
Multicultural Greek Letter Council groups continue to show slow growth from the previous year. The exceptions are the Asian/Asian-Pacific fraternities and sororities that have seen chapters over 15 members strong. Stepping up to the challenge, Multicultural Greek Letter Council made a commitment to increase their public relations efforts this past academic year in the hopes of increasing intake numbers. Some of the efforts included a three-fold pamphlet highlighting Multicultural Greek Letter Council chapters and their values, two panel discussions entitled “Meet the Greeks,” and an educational session at the AD White Leadership Conference about strategies for increasing membership. Additionally, Multicultural Greek Letter Council has welcomed the return of Alpha Phi Alpha Fraternity, Inc., Lambda Theta Phi Fraternity, Inc., and Omega Psi Phi Fraternity, Inc.
Panhellenic Association

The 2003 Formal Membership Recruitment period was successful for the Panhellenic Association. The number of women registering increased to 549 from 536 in 2002. Of the women attending at least one round of recruitment, 421 women pledged (83%), 12% higher than the previous formal recruitment period. New member quota was set at 37, with the possibility for 2 quota additions.

This increase in registrations and retention of women throughout the process has been attributed to increased publicity efforts on behalf of the Panhellenic Association and an improved Recruitment Counselor program. This FALL, the Panhellenic Association piloted a recruitment initiative designed to increase participation in sorority life, with each chapter sponsoring a one-hour open house. This new initiative attracted 254 women to the events with 211 (83%) of those women accepting a bid to a Panhellenic sorority.

The Panhellenic Association also recently developed a long-term growth plan to address the increasing demand for Panhellenic sorority membership at Cornell University. As part of this plan, chapter leaders initiated a mechanism to help stabilize groups that did not achieve new member quota by establishing a three week moratorium on Continuous Open Bidding in the FALL semester for groups who achieved quota during January Formal Membership Recruitment. In addition, the Panhellenic Association voted to invite a National Panhellenic Conference organization to colonize after Formal Membership Recruitment in SPRING 2004, and has invited Chi Omega, which closed during the SPRING 2003 semester, to recolonize its chapter in SPRING 2007.

Fraternity and Sorority Social Policy

University social life and responsible management of underage drinking is a particular challenge to the Greek system. Compliance with every federal, state, local and University code requires constant vigilance. Relying upon Cornell's commitment to student self-governance and "freedom with responsibility", the Greek system requires every chapter to adhere to mandated requirements and adopted standards. The student lead Interfraternity Council judicial system deals with enforcing adopted regulations, but more importantly, the Interfraternity Council and Panhellenic Association leadership has launched extensive alcohol awareness and educational programs for its members. These programs, together with consistent enforcement of adopted standards, have fostered a safer social environment in which students are expected to act responsibly and safely. However, Cornell alumni, parents, and University administrators know that continuous effort is required to safeguard student well being. The programs described below illustrate some of the steps taken to foster a safe and responsible social environment.

President's Council on Alcohol and Other Drugs

The Fraternity and Sorority Committee of the President’s Council on Alcohol and Other Drugs was initiated in FALL 2002. The charge of the committee was to evaluate existing practices and develop recommendations in regard to education, policies, judicial consequences, social event management, recruitment, and campus/community relations within the fraternity and sorority community.

The committee included staff from the Office of Fraternity and Sorority Affairs, Gannett Health Services, Community Development, chapter advisors, governing council leaders, and sorority and fraternity presidents. Much time was spent examining management of social events and campus/community relations, and the committee developed several recommendations to increase the safety and accountability for chapters hosting functions with alcohol. In addition, the notion of permitting organizations to host bring-your-own-beverage (BYOB) functions for smaller, date functions was explored. In conjunction with the Interfraternity Council, recommendations and guidelines were developed and are in the process of being further refined for implementation during the FALL 2003.

Third-Party Catering System

The Interfraternity Council, Multicultural Greek Letter Council, and Panhellenic Association social policy requires chapters to register their social events and have a third-party caterer for large events (in excess of two guests per member) on their premises. This policy was adopted to provide a safer environment for members and their guests. Also, it will work toward eliminating illegal alcohol consumption by underage students as well as help manage excessive consumption of alcohol by students who are over 21 years old. In order to forge cooperative relationships with local enforcement agencies, the Cornell and Ithaca police departments, and the Ithaca Fire Department are notified of registered social events on a weekly basis. Unfortunately, it has become increasingly difficult to cater events in fraternity facilities due to fewer licensed caterers being available.
**National Panhellenic Conference Policy**

In 1998, in an effort to promote alcohol-free living environments and alcohol-free activities, the National Panhellenic Conference passed a resolution stating that Panhellenic Association Sororities could not co-sponsor events in men’s fraternity facilities. In 2001, the Panhellenic Association at Cornell adopted a similar resolution stating that sororities may co-sponsor events in men’s fraternity facilities, only if these events are alcohol-free.

In an effort to foster safe and legal events, the Interfraternity Council and the Panhellenic Association at Cornell have agreed to mutually enforce this resolution.

**Student Committees**

**Panhellenic Association**

In SPRING 2003, the Panhellenic Council formed the Social Policy Events Committee where thirty undergraduate women were selected from fifty-five applicants to participate. The committee consists of three sub-groups: Business Networking, Education and Publicity, and Alcohol-free Programming. The mission of the committee is to find safe, viable, fun, and affordable ways for the fraternity and sorority community to adhere to both the Cornell Social Policy and the NPC Resolution. The Committee will work to educate fraternities and sororities about existing policies, and will work with local businesses to ensure affordable venues and catering for social events. Another goal is to find accessible on-campus venues for fraternity and sorority events and to secure reliable third-party vendors for events.

**Interfraternity Council**

In April 2003, the Interfraternity Council passed a resolution to allow chapters to host bring-your-own-beverage (BYOB) events for smaller, two-guests per member, social functions. The resolution was passed due to the ongoing issue of finding stable catering businesses to work with fraternities for alcoholic social events. Among the many guidelines for the resolution, two guests per member of the legal drinking age may bring up to six, 12-ounce canned beverages and must relinquish their purchases to a licensed bar server. The Fraternity and Sorority Advisory Council has also recommended that wine and champagne be allowed for special occasions. Chapters must utilize licensed caterers when hosting invite parties that exceed the two-guest per member guidelines.

**University-Wide Residential Initiative**

The University’s Residential Initiative is designed to enrich undergraduate life and further integrate the student academic and residential experience. New and improved housing, dining, recreational facilities, and programs focused on the needs of first-year students were added to the north campus. West campus will be rebuilt as a five unit living and learning community for sophomores, juniors and seniors, where there will be extensive faculty involvement. As part of the Residential Initiative, the fraternity and sorority community will augment existing cultural and educational programming along with increased alumni, faculty, and staff mentoring to chapters. An initiative that the Greek system is undertaking to develop an enriched leadership for chapters in order that they continue to be a competitive residential option for Cornell undergraduates is described below.

**Creating Chapters of Excellence Pilot Initiative**

Fraternities and sororities provide a unique organizational and residential option for students. At their best, they foster experiential learning through student involvement and leadership and provide an intimate and valued living learning experience for members. Given the size, nature, and historic importance of the Cornell Greek system, the Fraternity and Sorority Residential Initiative Committee was convened in 2001 to construct a model that would support the Greek system participation in the Residential Initiative, while maintaining the integrity of student and alumni involvement and governance.

Nine chapters have enrolled in the pilot program:

- **Interfraternity Council Chapters**: Chi Psi, Phi Gamma Delta, Sigma Alpha Epsilon, Sigma Phi Society, Sigma Pi
- **Multicultural Greek Letter Council Chapters**: Alpha Kappa Alpha, Pi Delta Psi
- **Panhellenic Association Chapters**: Kappa Delta, Kappa Kappa Gamma

Participating chapters will assist in raising funds for the pilot program. Each chapter will contribute between $3,000 and $30,000 over a two-year period toward the overall $250,000 cost of the program.

The two-year pilot will be evaluated in conjunction with the overarching assessment for the Residential Initiative, and will focus on the following three areas of need:
Finances and Facility Improvements

While many of the Greek-letter chapter houses are in good condition, several are not. A vital Greek system must provide attractive and competitive residential facilities for its members. Through a generous $500,000 supporting gift, the University commissioned the architectural and engineering firm of Einhorn, Yaffee, and Prescott (EYP) in 1998 to undertake a comprehensive assessment of each of the forty-one fraternity and thirteen sorority houses on campus. The study revealed that the aggregate capital needed to address facility improvements is approximately $39 million. An additional estimated $12 million is needed to complete “suggested” or “desired” improvements.

Fire Safety Systems

The University has mandated every Cornell-owned residence be equipped with enhanced fire safety systems and full sprinkler systems by the year 2005. The Fraternity and Sorority Advisory Council and the Office of Fraternity and Sorority Affairs are partnering with University-owned facilities to implement these improvements. The Office of Fraternity and Sorority Affairs is steering the installation of full sprinkler systems in five University-owned Greek facilities in 2004, and from there, will establish a plan to upgrade the sprinkler systems in the remaining University-owned chapter houses. It is strongly recommended privately-owned chapters follow suit. Presently, approximately one-third of the private facilities are equipped with full sprinkler systems, approximately one-third are equipped with partial systems, and one-third have no system. The University is recommending that partial systems either be converted or completely replaced. Given statistical data about fire hazards and mortalities, it is imperative that the Greek community takes action to ensure the safety of all student members. During the 2002-03 academic year, there were at least three fires in chapter houses that were extinguished by their sprinkler system. In the coming year, the Office of Fraternity and Sorority Affairs and the Ithaca Fire Department will be promoting a campaign to educate alumni and undergraduates on these issues.

Housing Agreement for University-Owned Properties

Following the Trustees’ approval of a Statement of Policy regarding the relationship it has with all University-owned chapters, the Fraternity and Sorority Advisory Council approved the Fraternity and Sorority Operating and Management Agreement for University-Owned Facilities in April 2003. The agreement was developed in an effort to accurately define the legal and operating arrangements that exist between the University and Greek-letter organizations residing in University-owned facilities. The agreement fortifies the tax deductibility status of University-owned chapters and accurately defines the respective responsibilities that the undergraduate chapter, the alumni, and the University have for the management of the chapter. The Office of Fraternity and Sorority Affairs and members of the Fraternity and Sorority Advisory Council will review the agreement with all University-owned chapters in the coming months to have it adopted as the model agreement replacing the outdated Cornell University Residence Plan and individual lease agreements existing for some chapters.
Financial Summary for University-Owned Chapters

Of the 67 recognized chapters, 54 have chapter housing, with 15 facilities being owned by the University. The asset value of these University-owned Greek properties are estimated at $49,071,825. This approximate value was determined by summing the total square footage of the facilities (total square feet = 218,097) and multiplying the result by the average replacement cost per square foot ($225). Annual revenues and expenses for University-owned facilities for 2002-03 were $1,961,548. Gift income to support the facilities was $436,597, and capital expenses were $1,670,371. These figures illustrate the value of and support for University-owned Greek facilities. For this reason, the initiative to develop long-range facility and financial plans for every University-owned facility continues. The process combines an assessment of current and future finances with the capital needs of the facility outlined in the EYP facility assessment report. Required facility improvements and major repairs are defined and prioritized given the financial realities of each organization. Areas where funding shortages will be of particular concern are also highlighted in the long-range financial planning process. A finalized plan, proposed following staff consultation with alumni and student leaders, will be used as a template to schedule projects on an organized and coordinated basis.

University-Owned Properties Facility Update

The following section summarizes the University-owned facility improvement projects completed during the 2002-2003 academic year as well as capital renovations planned for the future.

- **Alpha Omicron Pi** is planning to install a sprinkler system in 2003-2004.
- **Chi Omega**, at the conclusion of the SPRING semester, announced the closing of the Cornell chapter by their national organization. After several years of decreasing membership, the chapter found itself with too many chapter responsibilities and too few members. The group is discussing a return to the University in 2007.
- **Chi Phi** fraternity’s new stone exit-way is finally under construction, with completion expected in the FALL of 2003. This project has been in the planning stages for a few years, and was delayed as a result of various code-related requirements. In addition, the chapter has had preliminary discussions of a $1 million campaign to raise money for roof repairs, painting, and other facility needs. A wireless network was added in 2003.
- **Delta Kappa Epsilon** fraternity was designated a local landmark by the Ithaca Landmarks Preservation Commission during the SPRING 2003. A wireless network was added in 2003 to the hardwire data system in the facility.
- **Delta Tau Delta** is one of two chapters participating in the Sprinkler Pilot Program. The chapter is pursuing special funding arrangements for this project.
- **Delta Upsilon** has undergone a thorough renovation, with floors and walls refinished and repainted, windows replaced, furniture purchased, a data communications system installed, and kitchen renovation. The alumni corporation is raising $1.3 million to fund these renovations. The chapter is recruiting new members, and opened in the FALL 2003 with fifteen members living in the facility.
- **Kappa Sigma** fraternity installed a data network and is currently planning for a bathroom renovation.
- **Lambda Upsilon Lambda** had a successful year in 2002-2003 with 12 members living in the facility.
- **Phi Gamma Delta** is actively planning a renovation to the bathrooms in its east wing, with construction planned to begin SUMMER 2003 and run into the school year. Funding for this $200,000 project will be paid with alumni gifts raised. In addition, the chapter, under the leadership of Paul Rubacha ’72 and in honor of the class’s 30th Reunion, raised over $100,000; to be used toward University initiated programming and Phi Gamma Delta facility improvements.
- **Phi Kappa Psi** completed a full renovation of the facility in 2001 and is in the process of raising $1.6 million to pay for the cost of the enhancements.
- **Psi Upsilon** completed the renovation of its kitchen this past year and the chapter is now planning to expand the sprinkler and wiring systems in the facility.
- **Sigma Alpha Epsilon** is one of two chapters participating in the Sprinkler Pilot Program. In addition, to accommodate for the undergraduates interest in using loft beds, the ceilings will be raised in several rooms.
- **Sigma Phi** is planning a major heating system and sprinkler upgrade for the SUMMER of 2004. Rough pre-design estimates indicate the project will cost approximately $500,000.
- **Sigma Phi Epsilon** installed additional architectural lighting this past year.
- **Zeta Psi’s** parking lot was renovated SUMMER 2003.
Financial Summary for Privately-Owned Chapters

Sciarabba Walker & Co., LLP manages the financial accounting for approximately 30 of Cornell’s privately-owned chapters. According to the firm, on average, undergraduate fraternities and sororities respectively pay $59,000 and $48,000 annually to the House Corporations for rent. For most chapters, this rent pays for real estate taxes, insurance on the facility, and a pre-determined amount toward house maintenance. Depending on debt the House Corporation holds, debt service may also be included in the annual rent. Sciarabba Walker & Co. provides guidance to the undergraduates and alumni on “normal” operating costs for different chapters and helps in the planning for capital needs and expenditures as well as establishing “bench marks” for good operating practices.

Over the past year, house corporations have completed a number of enhancements to their properties, including purchase of new furnishings, modernizing bathrooms, waterproofing basements, and installing internet connection capability. Many chapters continue to plan financially for the installation of full sprinkler systems.

Successful fund raising from Cornell Greek alumni continues to indicate the interest and support they have in the health and well-being of individual chapters. Many house corporations are conducting capital campaigns for major repair work to be done in the near future. Unfortunately, there are chapters that are inadequately operated and supported.

Privately-Owned Properties Facility Update

The following section summarizes the privately-owned facility enhancement projects completed during the 2002-2003 academic year and capital renovations planned for the future. This list, although not comprehensive, includes information obtained from alumni responses and from University knowledge.

- **Alpha Chi Omega** leased a new facility at 509 Wyckoff Road having sold their former home to Cornell University. The new 8,100 square foot, four-story facility can house up to 44 women and a house director, accommodating its new member class and four officers. Major renovations are being made to the interior and exterior of the facility as well as the land surrounding the facility this summer. In addition, the facility will have sprinklers in all rooms, along with the inclusion of multiple wireless “hubs” so that sorority members can use their computers anywhere in the house.

- **Alpha Delta Phi** has made enormous strides in updating their historic facility over the last two years. Improvements to drainage and emergency access were recently completed in the McGraw Place roadway and the addition of a new patio and retaining wall. Inside the facility, a total of five bathrooms were remodeled, which included a complete demolition of the existing facilities. All light fixtures were improved to incorporate modernized wiring and additional lighting was added in concealed locations. In addition to other interior improvements, the chapter was able to install new bedroom doors matching the originals used in the house, while meeting modern fire and safety codes. Currently, one third of the lower level of the house is being remodeled into a multipurpose social room, to accommodate the social, recruitment, and philanthropic needs of the chapter.

- **The Alpha Gamma Rho** chapter raised $1.4 million in a one-year campaign in 2000. Donors to this campaign are receiving University gift recognition credit, as they complete multi-year pledges.

- **Chi Psi** completed a $2.4 million capital campaign last year and made improvements to both the social and living areas in the facility. Donors to this campaign are receiving University gift recognition credit.

- **Alpha Tau Omega** completed renovations to the front yard and replaced public area carpets in the first, second and third floors. Investigation of a potential capital campaign is currently underway.

- **Delta Chi** is in communication with Cornell regarding the potential gift of the property to the University. A $1 million planned gift from a lead donor has been committed, contingent upon successful University ownership of the facility. The chapter is planning to do significant renovations to the facility beginning in 2004.

- **Delta Phi Epsilon** has recently refurbished the second and third-floor bathrooms of the facility. To improve the exterior look of the facility, a landscaping company was hired to thin the tress and shrubs in the back yard and improve landscaping in the front yard.

- **Kappa Delta** planned to install a sprinkler system in the entire chapter facility during the SUMMER 2003. Pipes for the sprinkler system will be concealed, as much as possible, on the first-floor to maintain the charm of the sorority house.
• **Kappa Delta Rho** recently installed a new house-wide emergency lighting system with battery power backup. During the SUMMER 2003, the two remaining heating units will be upgraded and connected to the new hot-water boiler installed as part of a major capital campaign several years ago. Future projects in consideration are a chemical fire extinguishing system for the chapter house kitchen, and a complete kitchen renovation.

• **Kappa Kappa Gamma** continues to make improvements to keep its facility beautiful and safe. Recently, the exterior trim was painted on all windows and a new exhaust fan was installed in the kitchen. During SUMMER 2003, excavation began along the foundation to waterproof the back wall and install a new sump pump to solve a persistent basement groundwater problem. The back driveway will also be repaved and a curb added in conjunction with the Anna Comstock parking lot project. Fundraising is currently underway for a sprinkler system.

• **Lambda Chi Alpha** has had preliminary discussions with University development officers regarding a potential capital campaign.

• **Pi Beta Phi** plans to install a new sprinkler system in the facility and has begun to investigate the possibilities of a capital campaign.

• **Phi Sigma Kappa** recently completed a $65,000 project to replace the four structural load-bearing Corinthian columns that are the most prominent feature of the historic, 100-year-old house. The three-story high columns were replaced with those of identical design, constructed of long-lasting fiberglass. In addition, the third floor porch that is supported by the columns was completely rebuilt, including roof and drainage systems. The column and porch project is the latest in series of significant alumni-funded improvements to the house over the last several years, including window replacements and repairs to porches on the main level and second floor. In addition, the undergraduate members contributed many man-hours of labor to refinish the main-level wood floors and paint the interior.

• **Sigma Chi** began renovations in their facility to completely revamp the current structure, and create a new masterpiece of architectural design in its place. The renovations are being funded through a $2 million capital campaign.

• **Sigma Pi** has made significant progress in raising over $200,000 for the McGraw Place renovation project.

• **Theta Chi** is undergoing a full renovation, funded by the National Fraternity. The alumni hope that this renovation will bring the house back to showcase status.

• **Zeta Beta Tau** continues to make improvements at Edgecliff. The brotherhood regained its charter and improved overall chapter performance. Upgrades to the facility continue as well. Over the past year, repairs have been made to the roof and driveway, two bathrooms have been renovated, and a new entryway and banisters were installed. The chapter is planning to raise a significant endowment to fund additional capital improvements.
Alumni Affairs and Development

Outreach activities occurred during the past academic year in an ongoing effort to support alumni who work with Cornell’s fraternities and sororities. The success of a Greek organization is strongly connected to the volunteer and financial resources available from alumni, parents, and friends of the Greek community.

Alumni Relations Activities

Alumni Organizations
The Fraternity and Sorority Advisory Council by-laws were revised to allow for a larger composition with four trustee and eight alumni member positions. Mary Falvey ’63 and Fred Harwood ’59 completed terms on the Council. Jacquelyn Forster ’91, alumna member, and Michael Bergeelson ’95, President of the Alumni Interfraternity Council joined the Council in February 2003. In addition, the Council continues to support the Greek experience through extensive participation in the following sub-committees: Interfraternity Council Pro-Brotherhood Committee; Multicultural Greek Letter Council Anti-Hazing Committee; and a Greek Finance Committee being established to review savings and identify financial efficiencies that might be gained in the Greek community.

Under the new leadership of Michael Bergelson ’95 (Psi Upsilon), the Alumni Interfraternity Council has established an advisory board of five Vice Presidents, including: Russell Kelner ’97 (Alpha Sigma Phi), as VP Alumni Interfraternity Council Development; Harris Palmer ’62 (Sigma Alpha Epsilon), as VP Finance; David Poggi ’97 (Alpha Sigma Phi), as VP Communications; Michael Puleo ’72 (Delta Phi), as VP Legal; and J. Cory Wright ’95 (Psi Upsilon), as VP Technology. The group has established several sub-committees to review fraternity practices related to technology, social policies, and alumni volunteer recruitment.

The Alumnae Panhellenic Association, under the leadership of Donna Green (Kappa Delta), has established an advisory board of four Vice Presidents, including: Lisken Cordes (Delta Gamma), as VP Special Events; Lisa Everts ’92 (Chi Omega), as VP Formal Membership Recruitment; Barbara Kathan (Delta Phi Epsilon), as VP Finance; and Lauren Mossotti-Kline (Gamma Phi Beta), as VP Volunteer Recruitment and Development. A FALL 2003 retreat will be held to plan for the upcoming year.

Alumni Events
In addition to participating in numerous activities with individual chapters, staff members hosted the following events for alumni to learn more about the management, operations and contemporary issues facing the fraternity and sorority system. The annual AD White Leadership Conference had 36 alumni present, with a greater number of chapter participants represented. Following the undergraduate sessions, members of the Alumni Interfraternity Council and Alumnae Panhellenic Association met with Jonathan Newton ’90 (Psi Upsilon) to discuss strategies for creating a strong alumni advisory board.

For the first time the President’s Council of Cornell Women (PCCW) co-sponsored dinners with Cornell sororities during their Annual Conference in March 2002. Nine chapters hosted dinners at their facility for both local Greek alumnae and returning PCCW members. Thirty-five alumnae attended the Panhellenic dinners and four alumnae participated in a Multicultural Greek Letter Council sorority dinner at Appel Commons.

In May 2003, Robert G. Engel Associate Dean of Students Suzy M. Nelson and Alumni Affairs and Development staff member Amy Reichman traveled to Boston to visit with fraternity and sorority alumni to discuss Greek life in the 21st Century. Fraternity and Sorority Advisory Council member Stephanie Khurana ’89 and her husband Rakesh ’89 generously hosted a reception for Greek alumni at their home in Newton. Council members Doug Onsi ’90, Al Van Ranst Jr ’74, and Stephanie spoke about the need for alumni volunteers at the chapter and system level.
Alumni Resources
The Fraternity and Sorority Affairs web-site has been updated to include a section for alumni (www.dos.cornell.edu/fsa). This site provides resources such as manuals, contact information, calendars of events, policy guidelines, opportunities for involvement, and information about the Greek community to interested volunteers and parents.

In addition, an alumni volunteer manual is being developed for chapter advisors, alumni corporation presidents, and others that take an active role in advising Cornell chapters. Among other things, the manual will provide guidelines for event planning, strategies and policies associated with fundraising campaigns, and guidance for working with undergraduate fraternity and sorority members.

Funding Support
Cornell University and the fraternity and sorority community are grateful for the tremendous generosity of alumni, parents, and friends.

Associate Dean’s Fraternity and Sorority Leadership Fund: This fund is used to support fraternity and sorority programming and community-wide leadership training. The following individuals and organizations have generously contributed to the Fraternity and Sorority Leadership Fund since its creation in 1995:

Adelphic Cornell Educational Fund
Alpha Phi Inc., Delta Chapter
Ms. Suzanne B. Andrews ’88
Ms. Karen L. Appell ’98
Mrs. Jane E. Ashley ’67
Mr. Donald E. Baxter ’53
Mr. Michael L. Bergelson ’95
Ms. Andrea J. Berman ’01
Ms. Jamie L. Bessich ’00
Ms. Stacey A. Block ’98
Dr. Peter B. Bloom ’58
Ms. Kelly J. Brown ’88
Mr. Anthony B. Cashen ’57
Mrs. Gail L. Cashen ’57
Mr. Darrell J. Chemiske ’92
Ms. Christine M. Cronin ’00
Mr. Asa S. Davis III ’87
Ms. Jeanne Ann Devine ’99
Mr. David G. Doyno ’85
Mrs. Judith M. Doyno ’85
Mr. J. Michael Duesing ’62
Ms. Gabrielle T. Erbacher ’01
Ms. Elizabeth C. Everett ’97
Ms. Laura D. Fratt ’81
Mr. C. Richard Jones ’53
Ms. Jaclyn J. Kaplan ’00
Ms. Lauren B. Kelly-Davis ’87
Ms. Kathryn L. Kraus ’91
Ms. Dana Christine Kuchem ’99
Mr. David K. Lee ’99
Mr. Charles S. Lin ’GR
Mrs. Hei L. Lin ’59
Ms. Jill R. Lustbader ’00
Mr. Patrick F. Madden ’88
Ms. Kimberly L. McKenzie ’94
Mr. Michael D. Nadler ’56
Mr. Roy R. Payne Jr. ’52
Ms. Anna Pearlstein ’03
Mr. Nicholas Reitenbach ’56
Ms. Stacey A. Rubinstein ’98
Mr. James M. Shaw ’45
Ms. Pauline Kurtides Sheehan ’82
Sigma Chi Foundation
Mr. John Rueben Slapp ’69
Mr. Katsuhide Suzuki ’65
Mrs. Ronald Sylling ’55
Mr. William A. Thompson IV ’48
Ms. Jeannette M. Townsend ’96
Mr. Albert S. Trefts Jr. ’76
Ms. Jennifer T. Twining ’91
Mr. Michael P. Twining ’90
Ms. Rebecca Erin Walker ’02
Mr. Jarrod Louis Yahes ’97
**Creating Chapters of Excellence Fund:** In support of this pilot initiative, funds will be used to augment cultural, educational, and intellectual programming, along with enhanced mentoring opportunities for undergraduate students. The following alumni have generously contributed to this fund:

- Ms. Elizabeth K. Bell ’87
- Ms. Cathryn Van Buren Bomberger ’62
- Chi Psi Educational Trust
- Ms. Theresa M. Connolly ’87
- Ms. Katherine M. Corsico ’03
- Ms. Madolyn M. Dallas ’58
- Ms. Ann T. Ferreira ’88
- Ms. Amy C. Fisher ’91
- Ms. Elizabeth M. Francis ’47
- Ms. June D. Hayford ’78
- Ms. Susan Seligsohn Howell ’86
- Ms. Lisa B. Josephson ’80
- Ms. Loretta Carlson Lustig ’61
- Ms. Carolyn L. McNeal ’52
- Ms. Vanessa Morse ’88
- Ms. Elyse T. Nathanson ’80
- Ms. Stephanie J. Nolan ’84
- Omega Chi of Kappa Delta, Inc.
- Ms. Peggy B. Palmer ’62
- Ms. Anne W. Pattison ’64
- Ms. Rachel Plasky ’99
- Ms. Harrell H. Scarcello ’68
- Ms. Ann VanOrder Scoville ’61
- Ms. Janet L. Shaheen ’80
- Ms. Lisa Walker Sliwq ’86
- Ms. Leslie D. Stutzman-Solitario ’86
- Ms. Virginia M. Teller ’65
- Ms. Beth A. Treadway ’70
- Ms. Mary K. Vane ’73

**Multicultural Greek Letter Council Gift Account:** This annual fund was established in 2001 to allow alumni to provide financial programming assistance to the Multicultural Greek Letter Council. Since its inception, the following young alumni and organizations have generously contributed to the fund:

- Ms. Jacqueline L. Camilo ’02
- Mr. Cesar Y. Cardona ’01
- Ms. Dorothy Castro ’01
- Mr. Stephen Chow ’02
- Mr. Herbert L. Cortez ’02
- Ms. Sophia C. Edukere ’02
- Ms. Graciela Garcia ’02
- Mr. Christopher Gibbs ’03
- Mr. Elyse T. Nathanson ’80
- Ms. Stephanie J. Nolan ’84
- Omega Chi of Kappa Delta, Inc.
- Ms. Peggy B. Palmer ’62
- Ms. Anne W. Pattison ’64
- Ms. Rachel Plasky ’99
- Ms. Harrell H. Scarcello ’68
- Ms. Ann VanOrder Scoville ’61
- Ms. Janet L. Shaheen ’80
- Ms. Lisa Walker Sliwq ’86
- Ms. Leslie D. Stutzman-Solitario ’86
- Ms. Virginia M. Teller ’65
- Ms. Beth A. Treadway ’70
- Ms. Mary K. Vane ’73

**Robert G. Engel Memorial Endowment:** This endowed fund was established in 1998 to provide discretionary funding for student programming initiatives. As of June 30, 2003, the fund had a market value of $281,457.

**Robert G. Engel Associate Dean and Director of Fraternity and Sorority Affairs Endowment:** In 1996, an endowment was established to fund the position of The Associate Dean of Fraternity and Sorority Affairs in perpetuity. As of June 30, 2003, the fund had a market value of $966,440.

![Drew Greenwood '04 presents an award to Diana Seing '04](image)
Undergraduate, Alumni and Faculty Recognition

In a community where many stand out for academic, social, and philanthropic accomplishments, it is important to recognize those who go above and beyond expectations. Throughout the year, the undergraduate councils along with the Office of Fraternity and Sorority Affairs seek to highlight the accomplishments of our faculty, students, alumni, and administrators. The following section recognizes these recipients.

In addition, this year, special honors were given to Professor Robert L. Harris Jr., Vice Provost of Diversity and Faculty Development, and Associate Professor at the African Studies and Research Center. Professor Harris is a member of the Fraternity and Sorority Advisory Council and has dedicated his service to Cornell for over 30 years. In recognition of Professor Harris’ extraordinary contributions to the fraternity and sorority community, the Outstanding Multicultural Greek Letter Council Leader Award was renamed the Robert L. Harris Jr. Outstanding Multicultural Greek Letter Council Leader in his honor.

Chapter Recognition

The 2003 Fraternity and Sorority Awards Ceremony honored the contributions of Greek students, staff, faculty, and alumni. This year, 15 chapters were recognized with a monetary incentive award for their accomplishments and for full implementation of the Fraternity and Sorority Strategic Plan.

- **Most Outstanding Chapters**
  - Alpha Phi
  - Delta Delta Delta
  - Delta Kappa Epsilon
  - Kappa Delta
  - Omega Phi Beta
  - Phi Kappa Tau
  - Pi Delta Psi
  - Psi Upsilon
  - Sigma Alpha Mu
  - Sigma Phi
  - Sigma Pi

- **Most Improved Chapters**
  - Alpha Chi Omega
  - Lambda Pi Chi
  - Pi Kappa Alpha Fraternity, Inc.
  - Tau Kappa Epsilon

- **Outstanding Chapter and Community Programming**
  - Alpha Kappa Alpha
  - Kappa Alpha Theta
  - Zeta Psi
Chapter Awards

- **Cornell Fund Philanthropy Award**
  - Alpha Chi Omega
  - Kappa Phi Lambda
  - Phi Kappa Tau

- **Highest Fraternity Grade Point Average**
  - Phi Kappa Tau

- **Highest Sorority Grade Point Average**
  - Alpha Chi Omega

- **Outstanding Facility and Financial Management**
  - Beta Theta Pi
  - Delta Gamma

- **Outstanding New Member Program**
  - Kappa Kappa Gamma
  - Phi Gamma Delta

- **Outstanding Service to the Community**
  - Alpha Omicron Pi
  - Delta Sigma Theta
  - Tau Kappa Epsilon

- **Randy Scott Stevens Award for Outstanding Commitment to the Interfraternity Council**
  - Sigma Phi Epsilon

- **Award for Outstanding Contribution to the Multicultural Greek Letter Council**
  - Sigma Gamma Rho

- **Marj Converse Award for Outstanding Commitment to the Panhellenic Association**
  - Sigma Delta Tau

Individual Accomplishments

- **Distinguished Alumni Service Award**
  - Lisa Coffin MPS ’02 – Alpha Omicron Pi
  - David Lefeve ’60 – Sigma Pi
  - Susan H. Murphy ’73, PhD ’94 – Pi Beta Phi
  - Ricardo Roman ’95 – Lambda Upsilon Lambda
  - Frank Wilkinson ’83 – Alpha Phi Alpha

- **Outstanding Chapter Leader**
  - Amesika Bediako ’04 – Sigma Gamma Rho
  - Angela Brizant ’03 – Alpha Kappa Alpha
  - Catherine Carswell ’03 – Delta Phi Epsilon
  - Jacqueline Castro ’03 – Kappa Alpha Theta
  - Meghan Dubyak ’04 – Alpha Phi
  - Maurice Ducoing ’03 – Zeta Psi
  - Rich Goldman ’03 – Pi Kappa Alpha Fraternity, Inc.
  - Paul El-Meouchy ’04 – Sigma Pi
  - Peter Mack ’04 – Psi Upsilon
  - Dana Marohn ’04 – Kappa Kappa Gamma
  - Jeffrey Mihalakis ’03 – Pi Kappa Alpha Fraternity, Inc.
  - America Perez ’03 – Omega Phi Beta
  - Sarah Pettengill ’04 – Delta Delta Delta
  - Graham Schell ’04 – Sigma Phi Epsilon
  - Andrew Taffet ’05 – Zeta Beta Tau
  - Sokhandhi Ung ’04 – Pi Delta Psi
• **Outstanding House Director**  
  Tamara Dunford – Kappa Kappa Gamma

• **Outstanding Greek Scholar**  
  Po-wen Tu ’03 – Alpha Kappa Delta Phi  
  Brandon Otto ’04 – Sigma Alpha Epsilon  
  Jamie Porco ’03 – Kappa Delta

• **Outstanding New Leaders**  
  Alexander Deyle ’06 – Sigma Pi  
  Jacqueline Korenthal ’04 – Sigma Delta Tau  
  Daisy Torres ’05 – Sigma Lambda Upsilon

• **Order of Omega Award**  
  Erica Lee ’03 – Kappa Alpha Theta

• **Edwin Fitzpatrick Award for Outstanding Interfraternity Council Leader**  
  Jason Conn ’03 – Sigma Phi Epsilon

• **Robert L. Harris Jr. Outstanding Multicultural Greek Letter Council Leader**  
  Christopher Gibbs ’04 – Pi Delta Psi

• **Janiece Bacon Oblack Award For Outstanding Panhellenic Leader**  
  Lindsay Williams ’03 – Kappa Alpha Theta

• **John S. Dyson Citizenship Award**

  The John S. Dyson Citizenship Award was established in 2001 in honor of John S. Dyson ’65, a distinguished Cornell University Alumnus of Alpha Delta Phi Fraternity who has shown an outstanding commitment to the fraternity and sorority system. Since his undergraduate years, John has demonstrated true dedication and tremendous generosity toward fostering a fraternity and sorority experience that continues to enrich students’ lives. The Award is given annually as a part of the AD White Leadership Conference to a student within the Cornell University fraternity and sorority community who has exemplified exceptional leadership within the Greek community, and who has demonstrated a strong commitment to community service, philanthropy, scholarship, and citizenship.

  In February 2003, the fraternity and sorority community honored **Erica Lee ’03** (Kappa Alpha Theta), with this prominent award. During her time at Cornell, Erica served as a member of the Cornell Women’s Resource Center Advisory Board, the Cornell Fund Student Phone-a-thon Steering Committee, and was an active member of BLEND, a group devoted to educating students about multi-racial lineages and ethnicities. She was also a student representative to the Cornell Advocates for Rape Education Board, a member of EARS, Peer Advisor to Arts and Sciences, and a member of the Women’s Advocacy Center. In addition to all of this, Erica was the former Vice President of Administration and Vice President of Public Relations for Kappa Alpha Theta. She developed and designed her own diversity initiative to examine how Cornell women define diversity and to proactively improve multicultural relations at Cornell by giving women an opportunity to voice feelings through language, photography, and other media outlets.

Tony Cashen ’57, MBA ’58 presents Erica Lee ’03 with the John S. Dyson Citizenship Award
Faculty Achievements

Members of the Greek community recognized outstanding professors for their service to fraternities and sororities at the Faculty Appreciation Reception held at the Alpha Delta Phi fraternity house. The keynote speaker and award recipient from last year’s event, Brian O’Hara Earle ’68, Senior Lecturer from the Department of Communication, spoke to guests about the college experience inside and outside of the classroom.

Faculty members were nominated by students of the fraternity and sorority system and were invited to a reception and awards ceremony. The following recipients were honored with a Cornell brass desk clock:

- Professor Richard Booth, College of Architecture, Art, and Planning
- Professor James Engstrom, College of Engineering
- Professor Raymond Geddes, College of Human Ecology
- Professor Michael Gold, School of Industrial and Labor Relations
- Professor Harold Hintz, College of Agriculture & Life Sciences
- Professor Yufen Lee Mehta, College of Arts and Science
- Professor Craig Snow, School of Hotel Administration

In addition, the following faculty members were honored for their dedication and support of undergraduate students at Cornell:

- **AD White Faculty/Administrator of the Year**
  - Irma Amirrall-Padamsee, Campus Life
  - Lisa M. Blockus, Cornell Outdoor Education
  - Kenneth E. Glover, Community Development

- **Outstanding Faculty Fellow Program**
  - Yufen Lee Mehta – Pi Delta Psi

Dyson Undergraduate Scholarships

An opportunity for fraternities and sororities to recognize outstanding undergraduate leaders was created in part by University Trustee and Fraternity and Sorority Advisory Council member John S. Dyson ’65. John, in conjunction with the University Scholarship Campaign, matched gifts toward the establishment of scholarships that relieve portions of recipients’ work requirements and provide significant grants. It was out of this generous offer that the program, informally known as the “Dyson Scholarship Challenge,” was created. Alumni raised a minimum of the necessary $37,500 to establish or enhance a scholarship endowment fund for the chapters listed below. More than $2.9 million was raised to establish 28 new scholarships for fraternity and sorority leaders.

The 2002-2003 Scholarship Recipients are as follows (in alphabetical chapter order):

The Carol Winter and Charles Mund Fraternity/Sorority Scholarship was awarded to Gretchen Guzek ’04, a student in the College of Agriculture and Life Sciences. Gretchen is a member of the 2003 Orientation Steering Committee, a CALS ambassador, and Corresponding Secretary for Alpha Omicron Pi. She enjoys camping, canoeing, and hiking. Gretchen’s current plan is to attend law school to study environmental law.

The Alpha Phi Cornell Tradition Fellowship was awarded to Courtney Scoggin ’03, International Agriculture major in the College of Agriculture and Life Sciences. A member of Alpha Phi sorority, Courtney volunteered at EARS and the Big Brother/Big Sister program. She graduated a semester early in December 2002.

The Ralph Henn ’69 Alpha Tau Omega Scholarship was awarded to Jeffrey Porter ’03, a Government major in the College of Arts and Sciences. Jeffrey, Captain of the Cornell men’s squash team, has been fortunate to travel throughout Europe with his team. He played in the German and British Open.

The Robert V. Call Jr. Scholarship was awarded to Amber Ball ’04, an Animal Sciences major in the College of Agriculture and Life Sciences. Amber is a member of Alpha Zeta fraternity.

The David J. and Martha Nolan Scholarship, the A. Joseph Fairbank ’48 Scholarship, the James R. Weisbeck Scholarship, and the Robert V. Call Jr. Scholarship were all awarded to Lisa Pina ’04, a student in the College of Agriculture and Life Sciences, majoring in Animal Science. Lisa is a member of Alpha Zeta fraternity.

The Beta Theta Pi Scholarship was awarded to Steven Berman ’04, a student in the College of Agriculture and Life Sciences. Steven’s interests include molecular and cellular biology. He has also served as an executive officer of his fraternity.
The Beta Theta Pi Scholarship was awarded to Cesar Munera '05, a student in the College of Arts and Sciences majoring in English. Cesar volunteers as a database assistant at the Obie-Howe Harrington Foundation, a non-profit organization for spinal cord injured students.

The Martha P. and Lucian L. Leape Scholarship was awarded to Jenna Lewis '03, an Operations Research and Industrial Engineering major in the College of Engineering. A former president of Delta Delta Delta sorority, she served as the Executive Vice President of the Cornell Panhellenic Association and plans to spend next year in the Peace Corps.

The Robert Trent Jones Memorial Delta Kappa Epsilon Fraternity Scholarship was awarded to Terron Hill '03, an Economic Sociology major in the College of Arts and Sciences. Terron has served as Rush Chair of his fraternity, is Chairperson of Cornell Student Ambassadors, Student Manager for Cornell Tour Guides, and is a member of the Mortar Board Senior Society.

The Susan Robbins and Jonathan Koslow Scholarship was awarded to Erin Magennis '04, a double major in Public Policy and Spanish in the College of Arts and Sciences. She spent the 2003 SPRING semester studying at the University of Sevilla, Spain. Erin is the Director of Events Management for the student run non-profit organization, Onsite Volunteer Services, and is an active member of Kappa Kappa Gamma sorority.

The Kappa Sigma Scholarship was awarded to Walter Fales '04, a student in the School of Hotel Administration. Walt enjoys playing tennis, football, and soccer. He spends much of his free time participating in many of the Cornell student organizations and renovating residential properties. He plans to pursue a career in hospitality business with an emphasis on entrepreneurship and real estate consulting.

The Jansen Noyes Jr. and Jansen Noyes III Scholarship was awarded to Elias Selinger '03, an Electrical Engineering major in the College of Engineering. Elias, from Fairbanks, Alaska, served as Executive Vice President of the Cornell Interfraternity Council and Recording Secretary of Psi Upsilon fraternity in 2002.

The S.F. (Tom) Weissenborn Scholarship was awarded to C. Rudy Lewis '04, an Economics major and psychology major in the College of Arts and Sciences. He is the current president of Psi Upsilon fraternity.

The Sigma Phi Scholarship was awarded to Bilal Khan '03, an Applied Economics and Management major in the College of Agriculture and Life Sciences. Bilal, a native of Fort Lauderdale, Florida, has served as the President of Sigma Phi Society.

The Sigma Phi Scholarship was awarded to Christopher DelGiorno '03, a student in the School of Industrial and Labor Relations. Christopher, who studied in Washington, DC, in SPRING 2003, enjoys rugby, freestyle wrestling, water sports, jazz, trumpet, and politics. He plans to attend law school.

The Martha P. and Lucian L. Leape Scholarship was awarded to Jeremy Sample '04, a Mechanical Engineering major in the College of Engineering. Jeremy is a member of the men’s swimming and diving team, the Red Key Society, and the Phi Kappa Psi fraternity. He also enjoys music, golf, and running.

The Martha P. and Lucian L. Leape Scholarship was awarded to Robert Payne '04, a Civil Engineering major. This past summer Robert was part of the Research Experience for Undergraduates sponsored by the Multi-disciplinary Center for Earthquake Engineering Research. He is a member of the men’s swimming team and the Phi Kappa Psi fraternity.

The Gordon J. Whiting '87 / Sigma Chi Scholarship was awarded to Patrick Solan '03, a Biological Sciences major in the College of Agriculture and Life Sciences. Patrick studied in Australia at Sydney University during the FALL semester of 2001 and will attend University of Buffalo Medical School in the FALL of 2003.

The Carol Winter and Charles Mund Fraternity/Sorority Scholarship was awarded to Graham Schell '04, a student in the School of Industrial and Labor Relations. Graham is an avid sports fan and dedicates a great deal of his time to the Cornell Greek community. He plans to attend law school.
The William E. Ainsworth Jr. Scholarship was awarded to Benjamin Salter ’03, a member of Sigma Alpha Epsilon and an Agricultural Engineering major in the College of Engineering. Benjamin worked as a stream survey researcher where he identified major point source polluters of a Pennsylvania watershed and initiated a program to monitor levels for the next ten years.

The Seal and Serpent Society Scholarship was awarded to Umair Khan ’03, a Government and Near Eastern Studies major in the College of Arts and Sciences. While at Cornell, Umair served as President of the Seal and Serpent Society as well as a member of the University Assembly, and a columnist for the Cornell Daily Sun. Umair is now a Congressional Fellow for California Representative Michael M. Honda in the U.S. House of Representatives.

The Vance and Louise Hazzard Cornell Tradition Fellowship was awarded to Paul El-Meouchy ’04, an Economics and Electrical Engineering major in the College of Arts and Sciences and Engineering. A member of Sigma Pi and the current President of the Interfraternity Council, Paul previously served as the Vice President of University and Community Relations. He also works as a Sexual Health Intern at Gannett: University Health Services.

The Vance and Louise Hazzard Cornell Tradition Fellowship was awarded to Michael Hint ’06, a student in the School of Industrial and Labor Relations. Michael is a member of Sigma Phi fraternity. He currently works for the College of Arts and Sciences in the Department of Chemistry and Chemical Biology in computer tech support and is active with Cornell Cooperative Extension of Wyoming County during the summer. Michael is also actively involved with the Cornell College Republicans.

The Jesse and Barbara Silverman Scholarship was awarded to Alexandria Reynolds ’04, a Science and Technology Studies major in the College of Arts and Sciences. Alexandria, a member of Sigma Gamma Rho sorority, plans to attend graduate school for health administration or medical school, and then pursue a career in biomedical research.
Appendix A: Fraternity and Sorority Advisory Council Membership Roster

TRUSTEES
John E. Alexander ’74, MBA ’76 (Phi Kappa Sigma)
John S. Dyson ’65 (Alpha Delta Phi)
Kevin M. McGovern ’70 (Alpha Tau Omega)

APPOINTED ALUMNI MEMBERS
Anthony B. Cashen ’57, MBA ’58, CHAIR (Delta Upsilon)
Nancy W. Clark ’62, M Ed ’64 (Kappa Kappa Gamma)
Ron Demer ’59 (Sigma Alpha Epsilon)
Elizabeth C. Everett ’97 (Kappa Kappa Gamma)
Jacqueline G. Forster ’91 (Alpha Kappa Alpha)
Stephanie R. Khurana ’89 (Kappa Kappa Gamma)
Douglas Onsi ’90 (Beta Theta Pi)
Alfred F. Van Ranst Jr. ’74, MBA ’76 (Phi Gamma Delta)

ALUMNI MULTICULTURAL GREEK LETTER COUNCIL REPRESENTATIVE
Frank B. Wilkinson ’84 (Alpha Phi Alpha Fraternity, Inc.)

ALUMNAE PANHELLENIC ADVISORY COUNCIL
Donna Green (Kappa Delta)

ALUMNI INTERFRATERNITY COUNCIL
Michael Bergelson ’95 (Psi Upsilon)

FACULTY
Rosemary J. Avery, Professor and Associate Chair, Policy Analysis and Management
Robert L. Harris Jr., Associate Professor, Africana Studies and Research Center (Alpha Phi Alpha Fraternity, Inc.)
Philip E. Lewis ’59, Dean, College of Arts and Sciences (Sigma Phi Epsilon)
J. Bruce Tracey, Associate Professor, Hotel School Management Operations and Human Resources

MULTICULTURAL GREEK LETTER COUNCIL REPRESENTATIVE
Amesika Bediako ’04 (Sigma Gamma Rho)

PANHELLENIC COUNCIL PRESIDENT
Meghan Dubyak ’04 (Alpha Phi)

INTERFRATERNITY COUNCIL PRESIDENT
Paul El-Meouchy ’04 (Sigma Pi)

DEAN OF STUDENTS
Kent L. Hubbell ’67 (Alpha Delta Phi)

ROBERT G. ENGEL ASSOCIATE DEAN OF STUDENTS
Suzy M. Nelson (Kappa Alpha Theta)

VICE PRESIDENT FOR ADMINISTRATION AND CHIEF FINANCIAL OFFICER
Hal Craft ’61, PhD ’70 (Tau Kappa Epsilon)

Ex-Officio members
VICE PRESIDENT FOR STUDENT AND ACADEMIC SERVICES
Susan H. Murphy ’73, PhD ’94 (Pi Beta Phi)

DIRECTOR OF EXTERNAL RELATIONS, STUDENT & ACADEMIC SERVICES
Gretchen A. Orschiedt

ASST. DIRECTOR OF EXTERNAL RELATIONS, STUDENT & ACADEMIC SERVICES
Marrie E. Neumer

Robert W. and Elizabeth C. Staley Dean of Students
Kent Hubbell ’67 and Assistant Dean Leo Pedraza
## Appendix B: 2002-2003 Summary of Chapter Evaluations

### Summary 2002-03 Fraternity and Sorority End of Year Chapter Ratings

<table>
<thead>
<tr>
<th># of Chapters Rated</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>49 of 61 chapters rated a category III or higher</td>
<td>25%</td>
</tr>
<tr>
<td>61 reviewed - 6 chapters not rated</td>
<td></td>
</tr>
<tr>
<td>(2 closed and 4 reorganized in SPRING 2003)</td>
<td></td>
</tr>
</tbody>
</table>

#### CATEGORY I
The chapter has exceeded the expectations outlined in *The Cornell Fraternity and Sorority System Strategic Plan*.

- Alpha Phi, Alpha Zeta, Delta Delta Delta, Delta Gamma, Delta Kappa Epsilon, Kappa Delta, Omega Phi Beta, Phi Kappa Tau, Pi Beta Phi, Pi Delta Psi, Psi Upsilon, Sigma Alpha Mu, Sigma Gamma Rho, Sigma Phi, Sigma Pi

#### CATEGORY II
The chapter has satisfactorily achieved or maintained the expectations outlined in *The Cornell Fraternity and Sorority System Strategic Plan*.

- Acacia, Alpha Chi Omega, Alpha Kappa Alpha, Alpha Omicron Pi, Delta Phi, Kappa Alpha Theta, Kappa Kappa Gamma, Lambda Pi Chi, Phi Gamma Delta, Pi Kappa Alpha Fraternity, Inc., Sigma Chi, Sigma Delta Tau, Sigma Phi Epsilon, Tau Kappa Epsilon, Zeta Beta Tau, Zeta Psi

#### CATEGORY III
The chapter has met the standards outlined in *The Cornell Fraternity and Sorority System Strategic Plan* with reservation.

- Alpha Epsilon Pi, Alpha Gamma Rho, Alpha Kappa Delta Phi, Alpha Sigma Phi, Alpha Tau Omega, Beta Theta Pi, Chi Phi, Delta Phi Epsilon, Delta Sigma Theta, Kappa Delta Rho, Kappa Sigma, Lambda Chi Alpha, Phi Delta Theta, Phi Kappa Psi, Phi Beta Sigma, Sigma Alpha Epsilon, Sigma Chi Delta, Seal and Serpent

### TOTAL Chapters with a Category III or Higher Rating for 2002-03

<table>
<thead>
<tr>
<th># of Chapters</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>49</td>
<td>80%</td>
</tr>
</tbody>
</table>

### Summary of Chapter Evaluations 1999 – 2003 (I – High rating and V – Low rating)

#### 2002-2003 Evaluation (65 chapters: 61 evaluated, 4 reorganized and 2 closed)

<table>
<thead>
<tr>
<th>Category</th>
<th># of Chapters Rated</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>25% (15)</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>26% (16)</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>30% (18)</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>10% (6)</td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>10% (6)</td>
<td></td>
</tr>
</tbody>
</table>

#### 2001-2002 Evaluation (67 chapters: 62 reviewed and 5 not recognized and not rated)

<table>
<thead>
<tr>
<th>Category</th>
<th># of Chapters Rated</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>26% (16)</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>32% (20)</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>19% (12)</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>16% (10)</td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>7% (4)</td>
<td></td>
</tr>
</tbody>
</table>

#### 2000-2001 Evaluation (65 chapters: 64 evaluated and 1 new expansion and not rated)

<table>
<thead>
<tr>
<th>Category</th>
<th># of Chapters Rated</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>14% (9)</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>31% (20)</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>34% (22)</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>6% (4)</td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>14 (9)</td>
<td></td>
</tr>
</tbody>
</table>

#### 1999-2000 Evaluation (64 chapters: 59 evaluated and 5 new expansions and not rated)

<table>
<thead>
<tr>
<th>Category</th>
<th># of Chapters Rated</th>
<th>% of Total Rated</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>14% (8)</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>32% (19)</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>22% (19)</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>12% (7)</td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>10% (6)</td>
<td></td>
</tr>
</tbody>
</table>

*Chapters were rated a V because a report was not submitted.*
Appendix C: Office of Fraternity and Sorority Affairs Organizational Chart

Robert G. Engel  Associate Dean of Students, Fraternity and Sorority Affairs
Suzy M. Nelson
538 WSH; Phone: 255-5430 or 255-2310, Fax: 254-4734
Email: smn7@cornell.edu
• Oversees the coordination and implementation of training, planning and program development for students and alumni.
• Coordinate, integrate, and manage all University resources (facilities, finances and public affairs) and activities to support collegiate programs for Fraternity and Sorority Affairs.
• Coordinate and support the Fraternity and Sorority Advisory Council.
• Develop and implement strategies for crisis intervention and chapter management.
• Receive, investigate and resolve complaints against chapters.
• Advise Greek Judicial Board.

Executive Assistant to the Associate Dean
Patty Case
540 WSH; Phone: 255-5430
Email: pac25@cornell.edu
• Assist Associate Dean in administering Fraternity and Sorority Affairs Office and in integrating the program functions.
• Provide administrative support for the Fraternity and Sorority Advisory Council.
• Coordinate schedules, travel, and events.
• Provides support for the judicial system.
• Manage departmental budgets.
• Assist with gift reconciliation and prospect files, Dyson Scholarship, and Annual Report.

Fraternities and Sororities
Financial Consultant
John Van Soest
536 WSH; Phone: 255-5014
Email: jmk24@cornell.edu
• Train alumni and undergraduate officers in financial management.
• Develop long-term facility/financial plans and assist alumni with implementation.
• Provide budget development and support to University-owned chapters.
• Review and analyze chapter financial status and make policy recommendations.
• Maintain database of chapter facts and requirements, including compliance with local housing codes and insurance.

Fraternity and Sorority
Facilities Consultant
J. Martin Kelly
532 WSH; Phone: 255-4819
Email: jmk24@cornell.edu
• Assist alumni with establishing facility priorities and long-term facility plans.
• Coordinate life safety inspections.
• Conduct maintenance inspections.
• Train alumni and chapter officers in facility management.
• Coordinate capital projects.
• Serve as liaison to Facilities Management.

Assistant Dean
Leo Pedraza
536 WSH; Phone: 255-2910
Email: ldp6@cornell.edu
• Advise Interfraternity Council and Order of Omega Society.
• Conduct chapter leadership and officer training retreats and consultations.
• Manage council budgets.
• Develop, implement, and evaluate chapter programming.
• Advise chapter officers.
• Cultivate student support and leadership for the fraternity and sorority community.
• Advise chapter social planning.

Assistant Dean
Lennon Jackson
537 WSH; Phone: 255-3346
Email: lnb23@cornell.edu
• Advise Multicultural Greek Letter Council and Panhellenic Association.
• Conduct chapter leadership and officer training retreats and consultations.
• Manage council budgets.
• Develop, implement, and evaluate chapter programming.
• Advise chapter officers.
• Cultivate student support and leadership for the fraternity and sorority community.

Director, External Relations, Student & Academic Services
Gretchen Orschiedt
311 Day Hall; Phone: 255-8096
Email: gao3@cornell.edu
• Oversees alumni and development activities for Division of Student & Academic Services; including capital campaign planning and support and alumni outreach and training.

Assistant Director, External Relations, Student & Academic Services
Marrie Neumer
533 WSH; Phone: 255-3208
Email: mn58@cornell.edu
• Serve as liaison between Office of Fraternity & Sorority Affairs and alumni/ae and colleagues in the Division of Alumni Affairs and Development.
• Provide support to Greek alumni/ae corporation boards, Alumni Interfraternity Council, Alumnae Panhellenic Association, and Fraternity and Sorority Advisory Council.
• Support recruitment and training of alumni/ae volunteers for the Fraternity and Sorority Advisory Council and chapters.

Director, Creating Chapters of Excellence Program
Lisa Blockus
539 WSH; Phone: 255-7175
Email: lmb57@cornell.edu
Work with the nine pilot chapters to:
• Develop training programs in the areas of new member education, chapter relations, recruitment, and officer training and transition.
• Develop and implement through the programming committee a season of events focusing on cultural, intellectual, recreational, service, professional, and leadership development.
• Assess chapter needs and coordinate programs and services accordingly; evaluate programs with the Associate Dean of Students.
• Build a strong network of mentors for each chapter and communicate effectively with alumni, faculty advisers, staff, and national officers.

Administrative Assistant
C-Sue Mrazik
541 WSH; Phone: 255-2310
Email: csm235@cornell.edu
• Provide professional reception and assistance to visitors and callers.
• Provide clerical and administrative support to the Assistant Deans and the Facility and Financial Consultants.
• Assist with chapter social registration process.
• Maintain database of chapter facts and requirements, including compliance with local housing codes and insurance.
Appendix D: Office of the Dean of Students Organizational Chart

President
Jeffrey S. Lehman

Vice President, Student and Academic Services
Susan H. Murphy

Robert W. and Elizabeth C. Staley
Dean of Students
Kent L. Hubbell

Cornell United Religious Work
Kenneth Clark
Director

International Students and Scholars Office
Brendan O’Brien
Director

Lesbian, Gay, Bisexual, Transgendered Resource Center
Gwendolyn Dean
Director

Fraternity and Sorority Affairs
Suzy M. Nelson
Robert G. Engel
Associate Dean of Students

Student Support
Tanni Hall
Associate Dean of Students

Student Activities
Catherine Holmes
Associate Dean of Students

Carol Tatkon Center
Chrissie Schelhas-Miller
Associate Dean of Students

Administrative Services
Liz Colucci
Associate Dean of Students
Appendix E: Judicial Activity

The judicial process continues to be self-governed, with student offices partnering with the Office of Fraternity and Sorority Affairs to resolve cases of alleged chapter misconduct. Cases are either referred to a student judicial board or resolved informally by a meeting with the Associate Dean and Vice President for Judicial. Cases involving allegations of individual misconduct are referred to the Judicial Administrator. Below is a four-year summary of the judicial cases that came before the Fraternity and Sorority Judicial System.

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Social</td>
<td>22</td>
<td>11</td>
<td>33</td>
<td>14</td>
<td>11</td>
<td>25</td>
<td>17</td>
<td>23</td>
<td>40</td>
<td>39</td>
<td>43</td>
<td>82</td>
</tr>
<tr>
<td>Property Destruction</td>
<td>1</td>
<td>7</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>11</td>
<td>16</td>
</tr>
<tr>
<td>Hazing</td>
<td>0</td>
<td>14</td>
<td>14</td>
<td>2</td>
<td>16</td>
<td>18</td>
<td>4</td>
<td>18</td>
<td>22</td>
<td>3</td>
<td>9</td>
<td>12</td>
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<tr>
<td>Physical Fighting</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Harassment</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Theft</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>29</td>
<td>33</td>
<td>62</td>
<td>21</td>
<td>29</td>
<td>50</td>
<td>24</td>
<td>44</td>
<td>68</td>
<td>53</td>
<td>69</td>
<td>122</td>
</tr>
</tbody>
</table>

NOTE: The increase in cases between 2001-2002 and 2002-2003 are partially due to the following:
1. Beginning in 2002-2003, this office recorded all allegations of misconduct, whereas in previous years, only allegations resulting in a sanction were recorded.
2. Due to the loss of a viable, affordable catering system, many chapters resorted to hosting unregistered social events that were in violation of the social policy.
**Appendix F: Interfraternity Council Leadership (As of June 2003)**

Paul El-Meouchy ‘04, President (Sigma Pi)
Dave Chalenski ‘04, Executive Vice President (Sigma Phi Society)
Drew Greenwood ‘04, Vice President for Communication (Sigma Alpha Epsilon)
Troy Carnrite ‘04, Vice President for Judicial (Sigma Nu)
Michael Taylor ‘03, Vice President for University and Community Relations (Sigma Pi)
Thomas Carreras ‘03, Vice President for Programming (Psi Upsilon)
Mark Pincus ‘03, Vice President for Recruitment (Alpha Sigma Phi)
Jeff Massa ‘03, Vice President for Finance (Sigma Alpha Epsilon)

**Cornell Interfraternity Council Chapters (As of June 2003)**

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Address</th>
<th>2005 President</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acacia</td>
<td>318 Highland Road</td>
<td>David Rimshnick ‘05, President</td>
</tr>
<tr>
<td>Alpha Delta Phi</td>
<td>777 Stewart Avenue</td>
<td>George Doerre ‘03, President</td>
</tr>
<tr>
<td>Alpha Epsilon Pi</td>
<td>40 Ridgewood Road</td>
<td>Daniel Swersky ‘05, President</td>
</tr>
<tr>
<td>Alpha Gamma Rho</td>
<td>203 Highland Avenue</td>
<td>Evan Dumrese ‘04, President</td>
</tr>
<tr>
<td>Alpha Sigma Phi</td>
<td>804 Stewart Avenue</td>
<td>Avi Giladi ‘04, President</td>
</tr>
<tr>
<td>Alpha Tau Omega</td>
<td>625 University Avenue</td>
<td>George Boiardi ‘04, President</td>
</tr>
<tr>
<td>Alpha Zeta</td>
<td>214 Thurston Avenue</td>
<td>Mark Henderson ‘04, President</td>
</tr>
<tr>
<td>Beta Theta Pi</td>
<td>100 Ridgewood Road</td>
<td>James Hakim ‘04, President</td>
</tr>
<tr>
<td>*Chi Phi</td>
<td>107 Edgemoor Lane</td>
<td>Brian Majors ‘04, President</td>
</tr>
<tr>
<td>*Delta Kappa Epsilon</td>
<td>13 South Avenue.</td>
<td>Sam Lindsey ‘04, President</td>
</tr>
<tr>
<td>Delta Phi</td>
<td>100 Cornell Avenue</td>
<td>Michael Pusateri ‘05, President</td>
</tr>
<tr>
<td>*Delta Tau Delta</td>
<td>1 Campus Road</td>
<td>Matt James ‘04, President</td>
</tr>
<tr>
<td>Kappa Delta Rho</td>
<td>312 Highland Road</td>
<td>Jason Chandler ‘04, President</td>
</tr>
<tr>
<td>*Kappa Sigma</td>
<td>600 University Avenue</td>
<td>Manuel Perez ‘05, President</td>
</tr>
<tr>
<td>Lambda Chi Alpha</td>
<td>125 Edgemoor Lane</td>
<td>Steve DiNardo ‘05, President</td>
</tr>
<tr>
<td>Phi Delta Theta</td>
<td>2 Ridgewood Road</td>
<td>Mike West ‘05, President</td>
</tr>
<tr>
<td>*Phi Gamma Delta</td>
<td>2 McGraw Place</td>
<td>Robert Dughi ‘05, President</td>
</tr>
<tr>
<td>*Phi Kappa Psi</td>
<td>525 Stewart Avenue</td>
<td>G. Scott Tabor ‘04, President</td>
</tr>
<tr>
<td>Phi Kappa Tau</td>
<td>704 E. Buffalo Street</td>
<td>Michael O’Neill ‘04, President</td>
</tr>
<tr>
<td>*Psi Upsilon</td>
<td>2 Forest Park Lane</td>
<td>C. Rudy Lewis ‘04, President</td>
</tr>
<tr>
<td>Pi Kappa Alpha</td>
<td>17 South Avenue</td>
<td>Jeff Mihalakis ‘03, President</td>
</tr>
<tr>
<td>Pi Kappa Phi</td>
<td>55 Ridgewood Road</td>
<td>Nick Linder ‘04, President</td>
</tr>
<tr>
<td>*Phi Sigma Kappa</td>
<td>702 University Avenue</td>
<td>Brian Donnelly ‘04, President</td>
</tr>
<tr>
<td>Seal and Serpent</td>
<td>305 Thurston Avenue</td>
<td>Craig Bierle ‘06, President</td>
</tr>
<tr>
<td>*Sigma Alpha Epsilon</td>
<td>101 McGraw Place</td>
<td>William Mascaro ‘04, President</td>
</tr>
<tr>
<td>Sigma Chi</td>
<td>106 Cayuga Heights Road</td>
<td>Steven Wong ‘05, President</td>
</tr>
<tr>
<td>Sigma Chi Delta</td>
<td>120 Walt Avenue</td>
<td>Katie VanBenschoten ‘04, President</td>
</tr>
<tr>
<td>Sigma Nu</td>
<td>230 Willard Way</td>
<td>Luke Hanset ‘05, President</td>
</tr>
<tr>
<td><strong>Sigma Phi</strong></td>
<td><strong>Sigma Phi Epsilon</strong></td>
<td><strong>Sigma Pi</strong></td>
</tr>
<tr>
<td>---------------------</td>
<td>-----------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td><em>University-Owned</em></td>
<td>1 Forest Park Lane</td>
<td>109 McGraw Place</td>
</tr>
<tr>
<td>Jon Overdevest '04</td>
<td>Jon Harsch '04, President</td>
<td>Jon Harsch '04, President</td>
</tr>
<tr>
<td></td>
<td>109 McGraw Place</td>
<td>730 University Avenue</td>
</tr>
<tr>
<td></td>
<td>Jon Harsch '04, President</td>
<td>Devan Musser '05, President</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Tau Epsilon Phi</strong></th>
<th><strong>Tau Kappa Epsilon</strong></th>
<th><strong>Theta Chi</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>306 Highland Road</td>
<td>105 Westbourne Lane</td>
<td>40 Ridgewood Road</td>
</tr>
<tr>
<td>Albert Chang '04,</td>
<td>Robert Stephens '05,</td>
<td>Tim Barnhart '04,</td>
</tr>
<tr>
<td>President</td>
<td>President</td>
<td>President</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Theta Delta Chi</strong></th>
<th><strong>Zeta Beta Tau</strong></th>
<th><strong>Zeta Psi</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>800 University Avenue</td>
<td>1 Edgecliff Place</td>
<td>534 Thurston Avenue</td>
</tr>
<tr>
<td>Kiah Beverly-Graham '04, President</td>
<td>Andrew Taffet '05, President</td>
<td>Robert McNair '04, President</td>
</tr>
</tbody>
</table>

*University-Owned

Note: Delta Chi National staff and alumni closed chapter in SPRING 2003.
**Appendix G: Multicultural Greek Letter Council Leadership (As of June 2003)**

Amesika Bediako ’04, President (Sigma Gamma Rho)
Alexandria Reynolds ’04, Vice President (Sigma Gamma Rho)
Eliza Lopez ’04, Secretary (Lambda Pi Chi)
Jeff Chang ’05, Treasurer (Pi Delta Psi)
Chris Gibbs ’04, VP University and Community Relations (Pi Delta Psi)
Nicole Diggs ’04, Vice President for Judicial (Sigma Gamma Rho)

**Cornell Multicultural Greek Letter Council Chapters (As of June 2003)**

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Address</th>
<th>President</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alpha Kappa Alpha</strong></td>
<td>705 E. State St, #1</td>
<td>Mariangela Mosley ’05, President</td>
</tr>
<tr>
<td><strong>Alpha Kappa Delta Phi</strong></td>
<td>111 Dryden Road #9G</td>
<td>Jessica Hon ’04, President</td>
</tr>
<tr>
<td><strong>Alpha Phi Alpha Fraternity, Inc.</strong></td>
<td>601 Lyon Tower</td>
<td>Carl Jones, Jr. ’03, President</td>
</tr>
<tr>
<td><strong>Delta Sigma Theta</strong></td>
<td>204 Mennan Hall</td>
<td>Folasade Oladapo ’03, President</td>
</tr>
<tr>
<td><strong>Kappa Phi Lambda</strong></td>
<td>301 College Avenue</td>
<td>Annie Kuo ’04, President</td>
</tr>
<tr>
<td><strong>Lambda Pi Chi</strong></td>
<td>205C Anna Comstock</td>
<td>Leah Orta ’05, President</td>
</tr>
<tr>
<td><strong>Lambda Theta Phi</strong></td>
<td>305B Anna Comstock</td>
<td>Terrell Buckner ’06, President</td>
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<tr>
<td><strong>Phi Beta Sigma</strong></td>
<td>10112 Ujamaa, CU</td>
<td>S. Mark Haywood ’04, President</td>
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<tr>
<td><strong>Pi Delta Psi</strong></td>
<td>801 East Seneca</td>
<td>Alan Chen ’04, President</td>
</tr>
<tr>
<td><strong>Sigma Gamma Rho</strong></td>
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<td>Amesika Bediako ’04, President</td>
</tr>
<tr>
<td><strong>Sigma Lambda Upsilon</strong></td>
<td>#128 Akwekon</td>
<td>Daisy Torres ’05, President</td>
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*University-Owned

Note: Lambda Phi Epsilon is not recognized by the University as of SPRING 2003.
**Appendix H: Panhellenic Association Leadership (As of June 2003)**

Meghan Dubyak ’04, President (Alpha Phi)
Anar Rathod ’04, Executive Vice President (Delta Gamma)
Emily Giffin ’04, Vice President for Communication (Kappa Delta)
Lauren Curry ’04, Vice President for Judicial (Alpha Chi Omega)
Stephanie Romano ’04, Vice President of University and Community Relations (Alpha Omicron Pi)
Lisa Kulak ’05, Vice President for Recruitment & Extension (Alpha Chi Omega)
Carolyn Sieffert ’04, Vice President for Formal Recruitment (Delta Delta Delta)
Robyn Calmann ’05, Vice President for Programming (Kappa Delta)
Sarah Pettengill ’04, Treasurer (Delta Delta Delta)

**Cornell Panhellenic Association Chapters (As of June 2003)**

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<th>Year</th>
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<td>124 Triphammer Road</td>
<td>Jackie Bernstein</td>
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<tr>
<td>Alpha Epsilon Phi</td>
<td>435 Wyckoff Avenue</td>
<td>Rebecca Fisher</td>
<td>’04</td>
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<tr>
<td>Alpha Omicron Pi</td>
<td>14 South Avenue</td>
<td>Jessica Welker</td>
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<td>Alpha Phi</td>
<td>411 Thurston Avenue</td>
<td>Kait Klagholz</td>
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<td>Delta Phi Epsilon</td>
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<td>Kate McDonald</td>
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<td>Diana Seung</td>
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<td>Dana Marohn</td>
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<td>’05</td>
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*University-Owned

Note: Chi Omega International Organization closed the chapter in SPRING 2003 and will consider recolonizing in 2007.
## Appendix I: Fraternity Statistics (As of June 30, 2003)

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<tr>
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<td>61.96%</td>
<td>65.17%</td>
<td>73.55%</td>
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<tr>
<td>Average members per chapter (including pledges)</td>
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<td>41</td>
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<tr>
<td>Percentage occupancy</td>
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<td>73.55%</td>
<td>75.97%</td>
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### Appendix J: Sorority Statistics  (As of June 30, 2003)

#### System Membership

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<td>Total membership (including spring new members)</td>
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<tr>
<td>Total number of spring pledges</td>
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<td>393</td>
<td>468</td>
<td>423</td>
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<tr>
<td>Total number undergraduate women</td>
<td>6737</td>
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<td>Total number of freshmen women</td>
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<td>Percentage of undergraduate women in sororities</td>
<td>23.73%</td>
<td>23.59%</td>
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<td>Average members per chapter (including new members)</td>
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#### System Housing

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## Appendix K: Fraternity Academic Data by Organization

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<th>Chapter</th>
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<th>Rank</th>
<th><strong>FALL 2002</strong></th>
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<td>Semester GPA</td>
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All GPAs are calculated by dividing the sum of the chapter members’ semester Cornell grade points by the sum of the chapter’s semester credit hours. Organizations that haven't provided data are not included in the rankings.

45 Chapters recognized as of June 30, 2003

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<th>Chapter Name</th>
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**Chapter Recolonized**

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**Summary:**

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**Median:**

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### Appendix L: Sorority Academic Data by Organization

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### Summary:

- SPRING 2003: 3.352
- FALL 2002: 3.381

### Median:

- SPRING 2003: 3.323
- FALL 2002: 3.350

All GPAs are calculated by dividing the sum of the chapter members’ semester Cornell grade points by the sum of the chapter’s semester credit hours. Organizations that haven’t provided data are not included in the rankings.

20 Chapters recognized as of June 30, 2003
The generosity of students, alumni, parents, and friends is essential to the development of quality programming and community-wide leadership activities. Many of our initiatives are supported solely by the undergraduate members of the system. The Associate Dean’s Fraternity and Sorority Leadership Fund (fund number 538610) and the Robert G. Engel Memorial Endowment (fund number 908318) were established to help augment student resources. If you would like to contribute to one of these funds, please send donations to Marrie Neumer, Student and Academic Services, Cornell University, 311 Day Hall, Ithaca, NY 14853. If you are interested in supporting a particular program, please indicate this information with your correspondence.

Creating Chapters of Excellence
Nine chapters are participating in a two-year pilot program to enhance mentoring opportunities and programmatic activities in the Greek community. As part of this pilot, a Chapter Services Director has been hired and cultural, educational, and intellectual programming has been initiated in these chapters. Upon successful implementation of the pilot, the program is expected to expand to include the entire Greek community. Gifts in support of this initiative can be directed to Fund Number 479829. $250,000.

Revitalization of the Greek System
To proactively emphasize the values of the fraternity and sorority community, the undergraduate councils have initiated seminars to educate and disseminate information about hazing along with positive alternatives for new member education. These programs include the following: Interfraternity Council Pro-Brotherhood Summit; Multicultural Greek Letter Council Anti-hazing seminar; support for programmatic intervention for hazing chapters; and distribution of small “seed” grants to chapters interested in developing positive and innovative projects for members that foster teambuilding. $20,000.

Sexual Health Awareness For Greeks (SHAG)
This student-led initiative is geared toward creating a safe and open environment for new fraternity and sorority members to discuss sexual health. Funds are used to purchase a selection of products to promote safe sex. $5,000.

Fraternity and Sorority Awards
To recognize the achievements of fraternity and sorority chapters, monetary awards are given annually to organizations that are deemed to be Outstanding as well as those chapters that show significant improvements in chapter management and conduct. $12,000.

Fraternity and Sorority Emerging Leaders Retreat
Designed to prepare sophomore and junior leaders for future positions within their chapters and governing councils, this weekend retreat focus’ on strategic planning, communication exercises, and developing leadership skills. $7,000.

In addition, you can directly support your chapter in the following ways. Please contact Marrie Neumer at 255-3208 or by email at mn58@cornell.edu for further information.

Facility Capital Campaigns and/or Scholarship Campaigns
Several chapters, both University-owned and privately-owned, are raising money for capital improvements and scholarship funds.

Fire Safety Upgrades
By 2005, each University-owned facility will enhance their fire safety system as well as fully sprinkler each building. It is strongly recommended that privately-owned chapters improve their fire safety systems as well.