



DIVISION OF STUDENT AFFAIRS

# A Review of Deferred Recruitment

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Introduction

This whitepaper has been prepared to examine the issue of deferred recruitment on behalf of Auburn University. Deferred recruitment is a policy which places limits on the ability of fraternities and sororities to recruit and initiate first year students. This report outlines common arguments, benchmarking data, industry positions, and select pieces of research. This report is presented in the following format:

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## Executive Summary

This whitepaper explores deferred recruitment on behalf of Auburn University. The report outlines benchmarking data, presents industry positions, cites common arguments, and reviews current research. A summary of the report is provided below.

### Arguments supporting deferred recruitment

- Allow first year students a semester to “fully transition” to college
  - Research conducted by Pascarella (1996) indicates that students who affiliate with fraternal organizations during their first year may not be as successful at integrating into academic life.
- Students who join fraternal organizations engage in underage drinking
  - National studies, such as the C.O.R.E. survey, indicate that members of fraternities and sororities engage in high risk drinking behavior at a higher frequency than non-affiliated students.
- Allow first year students to establish a GPA prior to joining a fraternity/sorority
  - Research has demonstrated that students who join fraternal organizations earn lower grade point averages than students who do not (Pascarella, 1996).
- Allow first year students to gain a perspective about fraternal organizations
  - Each organization has its own history, traditions, alumni networks, service focus, and requirements for membership. Students arriving on campus find it difficult to decide which organization is the best fit for them; knowing that membership is exclusive and for life.
- Allow for upperclassman recruitment in the fall semester
  - Open recruitment favors first year students and disadvantages upper class students from joining.

### Arguments opposing deferred recruitment

- Benchmarking data
  - The benchmarking data indicates that 18/22 institutions operate an open recruitment, similar to Auburn University.
- Industry position
  - The representative industry organizations favor open recruitment with no restrictions.
- Freedom of Association
  - The ability to freely associate is a right guaranteed to students via the U.S. Constitution.
- Transition from high school to college
  - The latest research indicates that any impairment to cognitive development and adjustment to the academic lifestyle which presents in the first year does not present at a statistically significant level in year two of the student’s career (Pascarella, et al, 2006).
- Risk reduction and vigilance education is targeted toward fraternity/sorority members
  - All national organizations, and Auburn University, offer educational programming aimed at reducing the likelihood of injury due to risky behavior.

- Involvement opportunities during the first 6 weeks college
  - According to research by Woosley (2003), the ability of students to engage in activities within the first six weeks of college is positively correlated with a higher degree of program completion.
- Underground activities in the fall semester with first year students
  - In the absence of a structured process for the recruitment of first semester students, recruitment with alcohol can occur unchecked and the opportunity to provide programming aimed at risk reduction is lost.
- Deferred recruitment simply delays an issue, if one exists
  - Deferred recruitment does not eliminate academic concerns, alcohol abuse, hazing, or other risk management problems.
- Psychological impact of sorority recruitment
  - Auburn's sorority recruitment process incorporates suggested best practices for mitigating recruitment's possible negative effect on self-esteem.
- The "Pledge effect"
  - Research indicates that it is not relevant when a student joins a fraternity; it is relevant that a student joins a fraternity.
- Auburn University Greek Life retention study
  - The study revealed that students engaged in fraternity and sorority life are retained and graduate at a rate higher than their non-affiliated peers.

#### Issues to consider related to deferred recruitment and Auburn University

This report, while offering a broad review of deferred recruitment, is ultimately focused on the issue as it relates to Auburn University. To that end, below are five points which are salient to Auburn and should be thoroughly debated prior to any decision being made.

1. Auburn does not have a tendency to legislate the operation practices of fraternities and sororities
2. If deferred recruitment were to be implemented, what engagement and programmatic opportunities would fill the void?
3. A deferred recruitment policy is in opposition to the stated mission of the Division of Student Affairs
4. Auburn sorority recruitment is recognized as a model program by the National Panhellenic Conference
5. Moving sorority recruitment to January would create logistical issues

#### Conclusion

Based on these discussions, and taking in to account the professional experience of the staff in the Office of Greek Life, we do not recommend that Auburn University implement a deferred recruitment policy.

### Definition of Terms

In order to adequately discuss the issue of deferred recruitment, it is necessary to establish the definition of terms used in this report. This will assist in bridging the language barrier between the American fraternal system and institutions of higher education.

<u>Term</u>	<u>Definition</u>
Deferred recruitment:	A policy which restricts fraternities and sororities from offering bids of membership to new students during their first semester on campus
Delayed recruitment:	A policy which limits fraternities and sororities from offering bids of membership to new students during their first few weeks on campus
Open recruitment:	No institutional policy regarding when a fraternity/sorority may recruit members

### Benchmarking

Auburn University operates an open recruitment model and therefore does not have policies which address when a fraternity or sorority may recruit new members. For this report we have benchmarked Auburn's recruitment model to all institutions from the Southeastern Conference (SEC) and select institutions from the Atlantic Coast Conference (ACC) and the Southern Regional Educational Board (SREB).

#### SEC

The SEC consists of 12 institutions of higher education: 11 public and 1 private (Vanderbilt University). Of the public institutions, 10 operate an open recruitment model, with the sororities recruiting before the start of the fall semester and 1 operates a delayed fall recruitment model with recruitment beginning in October (University of Mississippi). One institution, Vanderbilt University, operates a deferred recruitment model.

#### ACC

Within the ACC, we benchmarked eight institutions that are either geographically close to Auburn or members of the SREB. These schools included: Clemson University, Florida State University, North Carolina State University, the University of North Carolina, the Georgia Institute of Technology (Georgia Tech), Virginia Polytechnic Institute and State University (Virginia Tech), the University of Virginia, and the University of Maryland. All of these schools are public institutions. Of these institutions, five operate an open recruitment model, with the sororities recruiting before the start of the fall semester; two institutions operate a deferred recruitment model (the Universities of Maryland and Virginia); and one institution, VA Tech, operates a hybrid model with fall men's recruitment and deferred sorority recruitment.

### SREB

From the list of SREB institutions, four were not accounted for in our review of SEC and ACC schools. Remaining were the University of Texas, Texas A&M University, the University of Oklahoma, and Oklahoma State University. All of these schools are public and operate an open recruitment model, with the sororities recruiting before the start of the fall semester.

### Industry position statements

The American fraternal system is comprised of five industry groups which include the National Panhellenic Conference (NPC), the National Association of Latino Fraternal Organizations (NALFO), the North-American Interfraternity Conference (NIC), the Association of Fraternity/Sorority Advisors (AFA), and the National Pan-Hellenic Council (NPHC). These organizations represent approximately 126 national organizations and 800+ campus based professionals and associate members. Note that due to the recruitment policies of the NPHC and NALFO organizations, deferred recruitment policies are not a concern. That said, below are summarized statements which outline the position of the NPC, NIC, and AFA regarding the deferred recruitment policies.

### NPC

Sororities want to work with every university where there are chapters to provide opportunities that will enrich the lives of our women students through beneficial programming. We believe pledging a sorority at the earliest possible time gives collegiate women a sense of belonging, encouragement, and necessary guidance that will help ensure a successful and positive collegiate experience. Therefore, we do not support deferred or delayed recruitment.

### NIC

The North-American Interfraternity Conference and its member fraternities believe friendship leads to membership. To effectively employ that as a strategy, NIC-member fraternities pursue a recruitment model based on an unrestricted, year-round commitment to actively seek prospective members who share a commitment to the fraternal values of scholarship, leadership and service.

Recruitment is the life blood of every chapter, and in addition to year-round opportunities to seek new members the Standards of the NIC state that host institutions and campus IFCs will not prohibit NIC member fraternities from recruiting. To prohibit a group from recruiting is communicating to the organization that there is no support for the group to improve, grow, or even continue to survive. The NIC is opposed to this prohibition in ANY and ALL situations (summarized from NIC, 2009).

### AFA

Whereas, colleges and universities have an opportunity to provide a positive and impactful learning environment for their students; and

Whereas, fraternities and sororities on these campuses can influence the overall satisfaction and retention of their members through meaningful experiences; and

Whereas, the American freedom to associate is guaranteed by the First Amendment of the United States Constitution; and

Whereas, this freedom is reaffirmed in exemptions from Title IX by the Education Amendments of 1972 as it applies to fraternal organizations; therefore

Resolved, that the Association of Fraternity/Sorority Advisors supports the right of students to freely associate with or assemble into fraternities and sororities; and

Be it further resolved, that the Association of Fraternity/Sorority Advisors also supports the right of colleges and universities to establish reasonable procedures for the official recognition of and provision of services to their student organizations (AFA, 2003).

In summary, the representative industry organizations favor open recruitment with no restrictions. These positions are based on the belief that membership in fraternal organizations is a right afforded to students by the U.S. Constitution, that membership in fraternal organizations aids in transitioning students from high school to college, that membership in fraternal organizations aids in the retention of students, and that membership in fraternal organizations aids in the academic success of students.

#### Commonly cited arguments

Formal research on the effect of deferred recruitment on issues such as academic performance alcohol usage, hazing, assault, and overall student development has not been conducted. There are pieces of research that assess the frequency of alcohol usage by members of fraternities and sororities and how membership impacts academic performance and cognitive development. Several of these studies contradict one another or show significantly different finding based on the time frame or geographical area in which they were conducted. That said, proponents and opponents of deferred recruitment rarely seek to cite formal research. Rather, anecdotal arguments are used that denote a bias for or against deferred recruitment. Following are some of the more common arguments given either for or against deferred recruitment. When a body of research exists to support an argument it is noted.

#### Arguments supporting deferred recruitment

##### Allow first year students a semester to “fully transition” to college

Fraternities and sororities are unique to other student organizations in several ways. Joining a fraternal group requires more time and fiscal commitment than most other organizations. Membership in a fraternal organization is exclusive, meaning that once a person is initiated, they may not join another social fraternal organization and their membership is for life. Decisions about time, money, and lifetime commitments are tall orders for most traditionally aged new students. To this end, proponents of deferred recruitment argue that by deferring recruitment, new students are afforded a greater opportunity to transition into the demands of college life and gain a better perspective on which organization is the best fit for them. Research conducted by Pascarella (1996) indicates that students who affiliate with fraternal organizations during their first year may not be

as successful at integrating into academic life. Deferred recruitment policies are often enacted to address these concerns.

Students who join fraternal organizations engage in underage drinking

National studies, such as the C.O.R.E. survey, indicate that members of fraternities and sororities engage in high risk drinking behavior at a higher frequency than non-affiliated students. Insurance claims indicate that alcohol is a common factor in claims involving hazing, sexual assault, and injuries due to fighting. Noting that first year students are living away from home for the first time and are prone to experiment with risky behavior, it is reasonably argued that joining a fraternal organization that could grant them access to alcohol may not be in their best interest. Deferred recruitment will provide a one semester buffer for students to learn to manage their new found “personal freedom”.

Allow first year students to establish a GPA prior to joining a fraternity/sorority

One of the criticisms of a first year recruitment program is that it distracts students from the fundamental purpose of the collegiate experience--the academic program. It is argued, and research has demonstrated, that students who join fraternal organizations earn lower grade point averages than students who do not (Pascarella, 1996). It is also known that it is important for a student to establish a solid grade point average during their first year since it is mathematically more difficult to raise a cumulative grade point average than to lower one. Proponents of deferred recruitment reason that by eliminating first semester students from taking on the responsibility of joining a fraternal organization, they will earn better grades.

Allow first year students gain a perspective of various fraternal organizations

At Auburn, students have the opportunity to choose from 50 social fraternal organizations: 31 men’s organizations and 19 women’s organizations. These groups each offer a unique undergraduate experience. Each organization has its own history, traditions, alumni networks, service focus, and requirements for membership. Students arriving on campus find it difficult to decide which organization is the best fit for them; knowing that membership is exclusive and for life. Deferred recruitment provides a semester for new students to observe and interact with fraternal groups and decide which one best fits their needs.

Allow for upperclassman recruitment in the fall semester

A criticism of open recruitment is that it favors first year students and disadvantages upper class students from joining. From a business perspective, organizations want to initiate members into the organization as early as possible in order to have them as dues paying members for as long as possible. For organizations that operate under membership ceilings, this eliminates slots that upper class students can fill. Deferred recruitment, since it only impacts the ability to recruit first year students, creates an opportunity for organizations to recruit upper class students during the fall semester without competition from first year students.

Summary

Joining a fraternity/sorority is a unique process. Time commitments, fiscal requirements, poor grades, underage alcohol use, hazing, and bias towards recruiting new students over upper class students are issues that institutions of higher education should address in an effort to ensure a safe and successful first semester. Deferred recruitment provides a model that addresses these issues.

Knowing that most students are in college for at least nine or ten semesters, one semester of not being a member of a fraternal organization is not a lot to sacrifice in order to establish a solid grade point average and gain a broader perspective on what it means to be a member.

### Arguments opposing deferred recruitment

#### Benchmarking data

The benchmarking data compared Auburn's recruitment model to 22 institutions who are conference partners or SREB members. The review indicates that 18 of the institutions utilize an open recruitment model, 3 operate a deferred recruitment model, and 1 operates a hybrid model which includes both delayed and deferred recruitment.

#### Freedom of Association

The opportunity to join student organizations is highlighted at Auburn during recruitment sessions, orientation, and Welcome Week. "O Days" is held early in the fall semester in order to provide new students an opportunity to learn about the various clubs and organizations that they may sign up to join. The ability to freely associate is more than just a tool to anchor students to campus, it is a right guaranteed to students via the U.S. Constitution. Auburn University is a state supported public institution. As a public institution, Auburn is expected to ensure that student's rights are not infringed upon. Placing restrictions on when and who fraternal groups are allowed to recruit infringes on the rights of all students. A federal court's ruling in 1995 found that restricting the ability of fraternal organizations to recruit violated the right of freedom of association, as defined by *Healy v. James*, 408 U.S. 169 (1972) (Hauser, 1995).

#### Transition from high school to college

Adjusting to the academic lifestyle can be a challenge to new students. Early research (Pascarella, 1996) suggested that students who join fraternal organizations may not make the transition smoothly and demonstrate less cognitive development than students who do not join. Later research reviewed several studies related to student development in their first year and expanded the research to look at the impact of membership long term (Pascarella, et al., 2006). The findings of the latest research indicates that any impairment to cognitive development and adjustment to the academic lifestyle which presents in the first year does not present at a statistically significant level in year two of the student's career (Pascarella, et al, 2006). It is reasoned that, barring other issues, membership in a fraternal organization serves a positive role in assisting in the student's transition to campus and academic life. Fraternal organizations provide a small, intimate support network for their members. Fulfilling the need for a "sense of belonging" assists in mitigating feelings of homesickness and should aid in retaining students in college.

#### Risk reduction and vigilance education is targeted toward fraternity/sorority members

Risky behavior by college students is not uncommon. Whether the behavior is related to underage consumption, heavy episodic drinking, physical assault, sexual assault, hazing, or injuries due to fighting, institutions of higher education are expected to have policies and prevention efforts in place to address it. Fraternal organizations provide three key ingredients for educating students about these perils: 1) a captive audience, 2) prepared programs and policies, and 3) adult oversight. Working in partnership with the national headquarters, local advisors, and student

leaders of fraternal organizations to educate students about vigilance and risk reduction, the efforts of an institution can be magnified. All national organizations offer educational programming aimed at reducing the likelihood of injury due to risky behavior.

#### Involvement opportunities during the first 6 weeks college

Fraternal organizations provide members a home-away-from-home, an instant social network, and a sense of belonging. According to research by Woosley (2003), which supports earlier research from Tinto (1993), the ability of students to engage in activities that provide these elements within the first six weeks of college is positively correlated with a higher degree of completion. Noting that the retention and graduation rates of students are primary concerns for institutions of higher education, it stands to reason that colleges should be providing opportunities for students to be involved on campus.

#### Underground activities in the fall semester with first year students

Recruitment for fraternal organizations is a structured and formal process. This process provides guidelines to organizations and potential members that address alcohol use, hazing, and expected behavior when discussing other organizations. In addition to this, the formal process of joining a fraternal group, a period lasting from six-ten weeks, is a structured process which receives oversight and input from local student leaders, alumni advisors, and university staff. In the absence of this process for first semester students, recruitment with alcohol can occur unchecked and the opportunity to provide programming aimed at risk reduction is lost.

#### Deferred recruitment simply delays an issue, if one exists

Deferred recruitment does not eliminate academic concerns, alcohol abuse, hazing, or other risk management problems. The key is a partnership between the host institution, the national organization, the local advising team, and local student leaders. The goal between the partners should be to reach students as early as possible. Membership in a fraternal organization fosters a spirit of brother/sisterhood, support, and friendship which can serve as a safety net for new students as they become acclimated to the university environment.

### Research findings

As noted earlier, formal research about the effect of deferred recruitment does not exist. Various bodies of research have been noted in this report that could be used to support an argument either for or against deferred recruitment. This section reviews four studies that can be referenced when discussing the issue of deferred recruitment and are meant to assist in providing a broad view of the issue.

#### Psychological impact of sorority recruitment

Sorority recruitment is known for being a rigid, arduous process; both for the women hosting the program and those attending. Occasionally, the impact of sorority recruitment on a student's self-esteem is questioned due to the fact that not all women who participate in recruitment are offered membership in the organization of their choice. In August 2008, *The Oracle* published a report which studied the effects of sorority recruitment on self-esteem (Chapman, Hirt, Spruill, 2008). The findings of that study indicate that sorority recruitment can have a negative effect on self-esteem and four recommendations were given to attempt to mitigate the effect. Prior to the

release of the findings, Auburn's sorority recruitment process included three of the four suggested practices. Following this report, the fourth suggestion was adopted. It is noteworthy that Auburn's sorority recruitment process is in full compliance with the suggested best practices for mitigating recruitment's possible negative effect on self-esteem.

#### The "Pledge effect"

Pascarella's research indicated a negative short-term effect on cognitive development when students join a fraternity (Pascarella, et al, 2006). An unpublished study from Clemson University in 2004 found a similar pattern of lower academic performance when a student joined a fraternity. In both studies, the lower academic performance did not persist after joining. This effect was termed the "Pledge Effect". What this indicates is that it is not relevant when a student joins a fraternity; it is relevant that a student joins a fraternity. During the new member education process academic performance suffers. This would indicate that moving recruitment from fall to spring simply delays a problem, if the goal is to increase academic performance.

#### Greek Life retention study

During the spring 2010 semester the Office of Greek Life partnered with the Office of Institutional Research and Assessment (OIRA) to conduct a study of the retention and graduation rates of students in the Auburn fraternity and sorority community.

The basis of comparison was first-time freshmen students who affiliated with a fraternity or sorority versus those who did not. The study assessed one year retention rates, four year retention/graduation rates, and six year graduation rates using fall 2001-2008 entering student cohorts. The study revealed that students engaged in fraternity and sorority life are retained and graduate at a rate higher than their non-affiliated peers.

An additional analysis of data was conducted to assess how students in fraternities and sororities compare to non members in return rates from fall to spring semester. Again, members of fraternal organizations returned at a higher rate than non members.

### Issues to consider related to deferred recruitment and Auburn University

The decision to implement a deferred recruitment policy is debated at many institutions. This report, while offering a broad review of the topic, is ultimately focused on the issue as it relates to Auburn University. To that end, below are points of consideration specific to Auburn. While not meant to lean in favor of or against deferred recruitment, the points are salient to Auburn and should be thoroughly debated prior to any decision being made.

#### Past practice of open recruitment at Auburn and self-governance

Fraternal organizations have operated at Auburn since 1878. Sigma Alpha Epsilon fraternity has operated a chapter in Auburn for the past 133 years. Sororities have been at Auburn since the early 1900's. In this time, the recruitment model has been an open model. Auburn does not have a tendency to legislate the operation practices of fraternities and sororities. Auburn University's past and current practice has been to respect the sovereignty of the individual organizations and councils to lawfully make their own policies and conduct their own affairs in concert with national

headquarters, chapter advisors, and undergraduate chapter members with input from Auburn University staff. Chapters set and follow their own chapter calendars and the same occurs on the council level. Each council sets regulations governing the things that can go on in the course of membership intake and recruitment. These, as well as any schedules or time restraints are set by the students and agreed upon by the individual governing bodies.

#### Involvement void created by deferring recruitment

It is said that nature abhors a vacuum (Francois Rabelais, 1493). Fall recruitment is a large, structured program that introduces approximately 1500+ students to fraternity/sorority life each fall semester. If deferred recruitment were to be implemented, what engagement and programmatic opportunities would fill the void? New member education programs, vigilance programming, structured study hours, coordinated service and philanthropy efforts, and an expectation to perform academically would be gone without the opportunity to join fraternal organizations.

#### Relationship between the Division of Student Affairs Mission Statement and deferred recruitment

The Mission Statement of the Division of Student Affairs reads, “The mission of the Division of Student Affairs is to cultivate a supportive and diverse campus environment that engages students, advances learning, encourages leadership and empowers students to impact the world”. Considering that a deferred recruitment policy would be implemented without the support of the students, recognizing that involvement in student organizations assists in engaging students, and acknowledging that students who join fraternal organizations are plugged-in to leadership opportunities on campus, implementing a deferred recruitment policy is in opposition to the stated mission of the Division of Student Affairs.

#### Fall sorority recruitment at Auburn recognized as an exemplar

Every fall, the National Presidents and delegations from each of the twenty-six National Panhellenic Conference sororities gather to discuss progress and conduct business. One of the training sessions presented to the group focused on recruitment processes, statistics, and ways to advise College Panhellenics about recruitment related decisions. As part of the training, the overall recruitment statistics of three campuses, Auburn being one of them, were distributed to the group. Auburn’s sorority recruitment model was used as an example of a campus that does things correctly. Auburn Panhellenic was called a “well-oiled machine” and complimented on their high interest numbers, high retention, and high pledge rates. Auburn Panhellenic was presented as the example of what things should look like for a campus that is listening to advice and doing what’s best for the student community. As we strive to place our student life programs in the upper echelon of student life programs, a program of this caliber should be maintained and not eliminated.

#### Logistics of deferred recruitment

The National Pan-Hellenic Conference (NPHC) groups conduct intake on their own and do not admit freshmen, so a change in Auburn’s recruitment model would not affect them.

The Interfraternity Council (IFC) groups take in most of their members in the fall, but most still recruit members in the spring. Logistically, deferred recruitment would create more of a shift than an overhaul for the IFC.

For the Panhellenic Council (NPC) to move recruitment to January would mean an overhaul of the program. The current format of Panhellenic Recruitment at Auburn takes eight full days. Potential members are at recruitment events from early in the morning to mid to late afternoon. The current members stay behind to conduct selections and prepare for the next day, often staying until the early morning hours. Due to the number of participants attending, and the structure required by NPC recruitment guidelines, there is no way to reduce the number of days required for fall recruitment. Since sororities choose new officers in November/ December, this would mean that Recruitment would conflict with the many officer orientation programs that occur in early spring. It would also mean a new, inexperienced team would be tasked with conducting the sorority's largest and most complex program. Moving Panhellenic Recruitment to January would look one of two ways:

1. In order to complete recruitment in its current format before school starts in January, the sororities and new members would come back to school early. Traditionally, recruitment takes eight days and the sorority members return two to three days earlier for planning and workshops. Since classes begin January 10 (Auburn Academic Calendar, 2011), the sororities would need to report early enough for recruitment to begin January 3. This would require the residence halls to open earlier and would conflict with some students' ability to attend/participate in football bowl games. Many sorority members are War Eagle Girls, Tigerettes, Tiger Paws, Band Members, and members of other groups that are required to attend football games.
2. The rounds of recruitment would be split and conducted on weekends. The first two-day round would happen on one weekend, the next two-day round would happen over another weekend, the final two rounds of one day each would happen on a single weekend. The Bid Day celebration, which usually takes all day and is attended by friends and family would be moved to a Monday night and changed to a brief reception. During recruitment, the sorority members and potential members would be restricted in terms of how/when they could interact, resulting in numerous recruitment infractions and hearings. Typically, sorority members and potential members forfeit class attendance during this time, due to the stress associated with recruitment, and this could frustrate faculty members.

### Conclusion/Recommendations

The goal of this whitepaper, through a review of common arguments, benchmarking, industry position statements, and select research, was to frame the issue of deferred recruitment and present balanced arguments on both sides of this issue. As this report indicates, deferred recruitment is a difficult issue to discuss due to the fact that most of the arguments surrounding it are anecdotal and not based in research. People who debate deferred recruitment often do so from a position of desiring to do what is in the students' best interest, not from a desire to do harm.

Institutions that defer recruitment often do so in response to an incident or in an effort to address challenges within the fraternal community such as alcohol abuse, hazing, or poor academic performance. Deferred recruitment, on the surface, seems to be a reasonable response to address these issues; however, little or no evidence has been found to support this assertion. In order to affect positive change in a community, partnership and concerted effort is required, not restrictive policies which detract attention from the underlying problem.

This report, while offering a review of deferred recruitment, is ultimately focused on the issue as it relates to Auburn University. Aside from the potential for multiple legal challenges and negative pushback from alumni, the Auburn Greek community does not detract from the educational mission of the institution. The academic performance of Greek members is equal to, if not better than, non-Greek students. The retention, persistence, and graduation rates of Greek students significantly exceed that of non-Greek students. The focused programming for Greek students, which includes an emerging leader's program, risk management education, and vigilance training, provides structure and experiences that assists a new students adjustment to college life.

Deferred recruitment discriminates against the social Greek organizations since other student organizations are open to first year students. The time commitment for participation in student government or athletic activities can be as demanding, if not more than, that imposed by being a member of a social fraternity/sorority. Experience indicates that delaying formal recruitment only prolongs the recruitment process rather than postponing it--a state of affairs that needlessly takes students' attentions away from their academic pursuits. Based on these discussions, and taking in to account the professional experience of the staff in the Office of Greek Life, we do not recommend that Auburn University implement a deferred recruitment policy.

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