

SIGMA CHI

Accreditation Report

2014-2015

Intellectual Development

- Sigma Chi was ranked third out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.10953, an increase of .10725 from the spring 2014 semester. The 3.10953 GPA placed the chapter above the All Fraternity average.
- Sigma Chi was ranked third out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.16754, an increase of .05801 from the fall 2014 semester. The 3.16754 GPA placed the chapter above the All Fraternity average.
- Sigma Chi's spring 2015 new member class GPA was 3.118 ranking third out of 17 Interfraternity Council Chapters.
- Sigma Chi had 16.3% of the chapter on the Dean's List in the fall 2014 semester and 21% on the Dean's List in the spring 2015 semester.
- Sigma Chi experienced a substantial increase in chapter GPA for both the fall and spring semesters, from past years. The Committee commends the Chapter for this commitment to improved academic success, and recommends the Chapter spend time identifying how this increase was achieved. If the Chapter can reflect upon its efforts, it will be able to use these methods in the future to ensure continual academic success.
- Sigma Chi has continued its tradition of co-hosting a Scholarship Dinner with a sorority, this year beginning to work with Gamma Phi Beta instead of their past partner sorority. As an additional appreciation event for faculty, the Chapter co-hosted a Scholarship BBQ with Alpha Chi Omega, which will be annually programmed in the future.
- Sigma Chi made improvements to their Mentor Program, which allowed members to be partnered together based on courses and/or majors, and to support each other academically throughout the semester.
- Sigma Chi invited their alumni to present a resume workshop, with great success. The Committee thinks this is a best practice and hopes to see this program developed even more in the future.
- The committee would like to see the chapter shape and grow the intellectual development aspect of this section. The chapter's GPA and academic plan are in excellent shape. The final piece for Sigma Chi is finding outlets for the men of the organization to share creative curiosity regardless of major.

Chapter Development Question for 2015-16:

- **How can Sigma Chi expand their programming to incorporate intellectually stimulating conversations and experiences beyond a focus on classroom success?**

In the area of **Intellectual Development**, the Committee rated Sigma Chi to be a **Silver Chapter**.

Leadership Development

- The Chapter has been increasingly supportive, both through motivation and structure, of individual members' leadership development. This past August, the Chapter sent five members to Sigma Chi's Balfour Leadership Training Workshop.
- Sigma Chi encourages reflected and shared learning opportunities by encouraging members to share their experiences with the Chapter during meetings. For example, the five attendees at the Balfour Leadership Training Workshop shared their key take-aways during the Balfour Officer Reports at the first chapter meeting of the year.
- Sigma Chi provides opportunities for members of all class years to have leadership experiences on its executive board.
- Sigma Chi seeks innovative ways to spread leadership and responsibilities across multiple parties, to allow for a balance of power dynamics within the chapter. One way the Chapter achieved that this year was by re-defining the role of the Pro Consul (Vice President) to include responsibilities for tasks and vision that were previously only held by the Consul (President).
- Sigma Chi encouraged and supported sending a member (then-current Pro Consul) to attend the Northeast Greek Leadership Association Annual Conference. The Pro Consul returned and shared information he learned about motivating members, and supporting different types and styles of leadership within the chapter.
- Sigma Chi implemented a day-long Strategic Planning Workshop for the chapter in the fall semester, and covered topics such as strategy, leadership, community, risk management, and marketing.
- The Chapter invites alumni members of Sigma Chi to host and facilitate leadership workshops several times per year. Examples include the Strategic Planning Workshop and an annual Leadership Seminar for up-and-coming leaders. The Committee commends the Chapter for being intentional in working with alumni through these meaningful events.
- Sigma Chi has been positively contributed to the Greek Community through leadership opportunities by having a member serve on the IFC Executive Board, attending and actively contributing to the annual President's Leadership Academy, and serving as a pilot group for an upcoming training workshop. The Committee commends the Chapter for their important service as leaders for their community.
- Sigma Chi experienced a strong new member education in the spring semester, with a greater focus on styles of unity and healthy class bonding. The Committee considers the Chapters ability to lead a positive, values-based education to be a best practice.
- Sigma Chi re-vamped their Post-Initiation Training (PIT) with support and help from their Inter/National Headquarters. The PIT experience provides newly initiated members with a greater understanding of the realities and ideals of active membership in the Chapter, to help prepare these men for their second semester of membership. The Committee considers this to be a best practice.
- Sigma Chi has been intentional in building a meaningful relationship with members of the UMOJA house, as a means to restore damage from the incidents of the prior year and as a proxy for increased leadership and social networking. The Committee commends the Chapter for its commitment to this process, particularly in participation in the facilitated Restorative Circles.
- The Committee would like to see Sigma Chi explore more ways the learning from the "U-House incident" can open doors for improvements in chapter operations to be inclusive. The Committee recommends the chapter consider areas related to:

recruitment, programming, networking, and intellectual development. There are many resources available on campus, and the Committee hopes the Chapter takes advantage of these opportunities.

Chapter Development Question for 2015-16:

- **How can Sigma Chi continue to reflect upon and improve their leadership current practices, to ensure the chapter is continually evolving with the needs of its members?**

In the area of **Leadership Development**, the Committee rated Sigma Chi to be a **Gold Chapter**.

Community Development

- Sigma Chi continued their partnership with Alpha Omicron Pi to co-sponsor their annual 50 Hour See-Saw Marathon event, through which each chapter selects one philanthropic cause or organization as their beneficiary to split subsequently raised proceeds. This year the chapters raised over \$5,000 dollars, which was nearly double the amount raised in previous years. Sigma Chi's beneficiary was Leukemia and Lymphoma Society.
- Sigma Chi found success in their See-Saw Marathon philanthropy particularly due to their second annual alumni matching drive, which allowed for their donated dollars to be doubled due to alumni pledges to match the general public's contributions. The Committee was impressed with this initiative and considers this to be a best practice.
- Sigma Chi planned and implemented their Derby Days philanthropy event, after a year off due to the Financial Management Association (FMA) bankruptcy. The event raised awareness and funds for the Huntsman Society, and both Panhellenic and Multicultural Greek sororities were invited to participate. The culminating barbeque celebration event also included intentional outreach to the Chapter's neighbors from House 104 and UMOJA House. The Committee commends the Chapter for their success in this event, and encourages the Chapter to continue to explore ways to make Derby Days and all events more inclusive and supportive of the campus community.
- Sigma Chi participated in a Harassment and Gender Violence training workshop in the fall semester. This workshop is in the creation and testing phase, and the Chapter agreed to be a pilot chapter and give meaningful feedback so the workshop can be fully vetted prior to rolling out for the entire Greek community in the 2015-16 school year.
- Sigma Chi participated in and supported numerous programs hosted by the Greek, campus, and local community, including Dance Marathon, Spooktacular, Adopt-A-Family, and the St. Theresa's Walk-A-Thon.
- The committee would like to see Sigma Chi continue to take the lead in learning about and discussing the role of the Greek community in the greater Lehigh community. The chapter had many powerful conversations regarding the Umoja House incident from the fall 2014 semester. The committee believes that the lessons Sigma Chi learned are important ones, and hopes the chapter will embrace becoming a leader in the area of inclusive diversity.

Chapter Development Question for 2015-16:

- **How can Sigma Chi ensure their service and philanthropy events are open and inclusive to the entire campus community, with attention and respect paid to societal issues of inclusive diversity?**

In the area of **Community Development**, the Committee rated Sigma Chi to be a **Silver Chapter**.

Organizational Development

- Sigma Chi continued to make its executive board more inclusive of the multiple perspectives held by the general membership. To do this, the Chapter has continued to increase the responsibilities and roles held by members across multiple class years.
- Sigma Chi continues to practice accountability for its elected leadership and actively encourages the membership to hold their leaders accountable, provide real feedback for areas of improvement, and make changes to leadership as necessary through their reelection process. This year the reelection process resulted in a change in leadership of one role, and the challenge of a second role. The Committee commends the chapter for tackling such difficult conversations with commitment and maturity, and considers this a best practice in organizational management.
- The Chapter received a “Ritual Certification” from their Inter/National Headquarters for recognition of exemplary execution of ritual activities.
- Sigma Chi continues to involve their alumni in many different areas throughout the year, including chapter meetings, philanthropy events, leadership workshops, initiation, ritual, and executive retreats. The Committee considers this level of involvement and commitment to maintaining strong, positive relationships to be a best practice.
- Sigma Chi utilizes their Judicial Board for many areas of accountability, and ensures a balance of representation across membership class years.
- Sigma Chi encouraged individual responsibility and accountability by drafting a Living Contract, by which all residential members were expected to abide.
- Sigma Chi developed a close relationship with their Accreditation Liaison, Tyrone Russell, and utilized him throughout the year to provide advice and feedback on their progress.
- Sigma Chi prioritized their organizational management practices in a way that reflects learning from the UMOJA House incident, and the Committee commends the Chapter for this commitment to exploring and utilizing inclusive practices.
- Sigma Chi was devastatingly impacted by the FMA bankruptcy and made some drastic changes to their annual budget, as well as their financial operations by utilizing OmegaFi as their new budget management company. The Chapter is on its way to recouping much of the money lost through the bankruptcy, though that will be a multi-year endeavor.

Chapter Development Question for 2015-16:

- **How can the chapter pass down what was learned from the FMA bankruptcy to ensure Sigma Chi retains awareness of financial transparency?**

In the area of **Organizational Development**, the Committee rated Sigma Chi to be a **Gold Chapter**.

Facilities Management

- Sigma Chi's common damages for 2014-15 was \$438.83.
- Sigma Chi spent the year as a dry facility, and increased communication regarding their events by ensuring members and their guests understood that no alcohol should be brought into the facility. The Chapter utilized a zero-tolerance policy with its members, and found success with this method for expectations and accountability. The Committee commends the Chapter for their success as a dry facility and hopes the Chapter can continue to showcase responsibility and accountability in the future, even when alcohol is permitted in the facility.
- Sigma Chi had one major Life Safety Violation for burning objects in the facility fire place. The Chapter received a Disciplinary Warning and attended to the sanctioned fines with diligence. This had been a problem for the chapter for several years, and the chapter needs to address this challenge in 2015-16.
- Sigma Chi made updates to their facility throughout the year. Additionally, the Chapter converted their game room to a study room.
- Sigma Chi remains committed to its efforts of sustainability, as showcased by an elected Green Chair as a leadership position and participation in university-wide initiatives such as the "Power Hour" event aiming to reduce electrical power usage on campus.

Chapter Development Question for 2015-16:

- **How can Sigma Chi continue to remain responsible and accountable for their facility, even without the presence of a "dry facility" mandate?**

In the area of **Facilities Management**, the Committee rated Sigma Chi to be a **Silver Chapter**.

Overall Rating

Overall, Sigma Chi has been rated a Silver chapter by the 2014-2015 Accreditation Committee.

Sigma Chi has been intentional to reflect, learn, and make improvements in all areas of practice based on their experiences from the 2013-2014 year. The Committee commends the Chapter for all its efforts and would like to see this commitment be sustained, even as more distance is created between the Chapter and the past incidents and challenges it has experienced. The Committee believes Sigma Chi has many strong practices which can be shared with the Greek Community at large, and would like to see the Chapter take an even stronger role of leadership within the campus community in the coming years.

The Accreditation committee assigns Sigma Chi an overall rating of Silver, which is considered a high level of achievement in the Accreditation process, with all the privileges and rewards that accompany such a rating.

Chapter Development Questions

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- How can Sigma Chi continue to reflect upon and improve their current practices, to ensure the chapter is continually evolving with the needs of its members?
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Best Practices

- Sigma Chi invited their alumni to present a resume workshop, with great success. The Committee thinks this is a best practice and hopes to see this program developed even more in the future.
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