

SIGMA PHI EPSILON

Accreditation Report

2014-2015

Intellectual Development

- Sigma Phi Epsilon was ranked sixth out of 17 Interfraternity Council Chapters in the fall 2014 semester with a GPA of 3.07104, a decrease of .07182 from the spring 2014 semester. The 3.07104 GPA placed the chapter above the All Fraternity average.
- Sigma Phi Epsilon was ranked 11th out of 17 Interfraternity Council Chapters in the spring 2015 semester with a GPA of 3.03562, a decrease of .03542 from the fall 2014 semester. The 3.03562 GPA placed the chapter below the All Fraternity and All Greek average.
- Sigma Phi Epsilon's fall 2014 new member class GPA was 3.14 ranking second out of 11 Interfraternity Council Chapters. The new member class GPA was 2.763 for spring 2015 ranking 12th out of 17 Interfraternity Council Chapters.
- Sigma Phi Epsilon had 14% of the chapter on the Dean's List in the fall 2014 semester and 16.9% on the Dean's List in the spring 2015 semester.
- Sigma Phi Epsilon reconnected with its former faculty advisor Kelly Grim, Director of the Center for Academic Success. The committee recommends that the chapter identify and establish a relationship with a new faculty advisor given Kelly's departure from campus.
- The chapter invited University staff to facilitate modules on academic success and sexual health. The Committee commends the chapter this effort and recommends that the chapter identify additional opportunities to collaborate with University partners to strengthen future modules.
- Sigma Phi Epsilon hosted an etiquette dinner with Alpha Gamma Delta. An alumnus served as a guest speaker highlighting the importance of professional dress, gentlemanlike manners, and appropriate dinner conversation.
- Sigma Phi Epsilon's report falsely indicates that the chapter participated in Courageous Conversations. The committee would like to encourage the chapter to take advantage of this program and others for the chapter have the aptitude to explore concepts of diversity and inclusion.
- Sigma Phi Epsilon reorganized its Balanced Man Scholarship series to include an online application process and significant marketing via social media. The Committee commends that chapter for this strengthened approach that resulted in an increase in scholarship applicants. This initiative continues to be a best practice.
- The chapter recognized members' academic performance through the Clifford B. Scott Key and Ulysses Grant Dubach Scroll awards for highest and most improved GPA respectively.
- The Committee believes that Sigma Phi Epsilon retains the Residential Learning Community designation in name only and it is evident that that the chapter loosely understands the expectations required of this distinction. The Committee recommends that the chapter further explore opportunities to bolster this distinction.
- The Committee looks forward to the launch of SigEp Speaks and expects significant progress on this initiative as it could become a high-quality offering.

Chapter Development Question for 2015-16:

- **What opportunities exist for the chapter to incorporate bLUeprint concepts to bolster the Residential Learning Community distinction?**

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

Leadership Development

- Sigma Phi Epsilon has continued to foster leadership development across its membership and attendance at Edge Camp, Carlson Leadership Academy, and other headquarters-sponsored opportunities has greatly increased. The Committee commends the chapter on the commitment to leadership, and encourages the chapter to continue to seek out these opportunities.
- The Committee commends the chapter for its continued and strategic efforts to rebuild and organize the Balanced Man Program into a vibrant membership development experience complete with reflection. The Committee looks forward to continued progress on this endeavor.
- Sigma Phi Epsilon introduced a mentorship component to the Sigma Challenge. The Committee recommends that the chapter explore opportunities for mentor training and development so that this initiative grows into a best practice.
- Sigma Phi Epsilon incorporates an in-depth approach to transitioning new chapter leadership and this includes a transition retreat with the OFSA Assistant Director. The Committee commends the chapter for its efforts to prepare incoming officers and believes this extensive transition will aid in new officers' initial successes.
- The chapter submitted materials for the Buchanan Cup Outstanding Chapter Award to its International Headquarters for review. The Committee recognizes that this application process is intensive and looks forward to learning the results of the chapter's performance.
- Members of Sigma Phi Epsilon are involved across campus and have assumed leadership roles in organizations such as Greek Emerging Leaders, Interfraternity Council, Student Senate, and Orientation.
- The Committee is surprised by the chapter's lack of involvement with the Office of Student Leadership Development, despite many natural connections. The Committee recommends that the chapter explore opportunities to better partner with this office in the future.

Chapter Development Question for 2015-16:

- **How are Sigma Phi Epsilon members using leadership skills they have gained through their experiences in the chapter to engage with and better the Lehigh community?**

In the area of **Leadership Development**, the Committee rated Sigma Phi Epsilon to be a **Silver Chapter**.

Community Development

- Sigma Phi Epsilon's chapter leadership maintains strong relationships with alumni leadership. The Committee commends the improved quality and frequency of contact with alumni as well as the chapter's willingness to consult with and involve alumni in the decision-making processes of the chapter.
- Sigma Phi Epsilon matches each executive board officer with an alumnus who serves in a mentoring capacity. The Committee considers this a best practice.
- Sigma Phi Epsilon circulates undergraduate networking profiles to alumni in hopes of identifying internship and employment opportunities. The Committee considers this a best practice.
- Sigma Phi Epsilon participated in an alumni phone-a-thon to fundraise for the chapter's P&E account and extend invitations to alumni weekend.
- Sigma Phi Epsilon has supported the launch of Greek Allies and two brothers participated in Safe Zone Training offered by the organization.
- Sigma Phi Epsilon volunteered on a weekly basis at Donegan Elementary until the school's budgetary constraints lead to the cancellation of after school programs. The chapter quickly shifted its volunteer efforts to Fountainhill Elementary and the Committee commends the chapter for its adaptability in serving the community.
- Sigma Phi Epsilon partners with the Community Service Office to provide dinner at local homework clubs on an ongoing basis.
- Sigma Phi Epsilon cancelled Election for Cancer Research after little interest from the campus community. The chapter continues to experiment with different fundraising methods and partners in hopes of solidifying a sustainable philanthropic project. There is synergy around supporting the Children's Cancer Unit of Lehigh Valley Hospital and the Committee urges the chapter to further explore this area of interest.
- The chapter co-sponsored Keep the Goose Open Late with Pi Beta Phi and Trivia Challenge with Zeta Tau Alpha.
- The Committee looks forward to the continued growth and development of the standards board as a consistent and transparent mechanism for discipline. The chapter's model has potential to become a best practice if utilized effectively.
- The Committee believes Sigma Phi Epsilon can be proactive and visible in shaping campus climate as it relates to inclusiveness and civility. The campus community is in need of socially conscious and responsible citizens and the Committee believes members of Sigma Phi Epsilon possess the aptitude and leadership to lead change.

Chapter Development Question for 2015-16:

- **How does the chapter continue to learn about negative vs. positive traditions to effect change?**

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

Organizational Development

- Sigma Phi Epsilon's finance team oversees an annual budget while also accounting for loan repayments and contributions to a reserve account. This team works with an

independent accountant and intends to catalogue past and future expenses into categories to better understand outflow. The Committee commends the chapter for its increased fiscal responsibility and transparency.

- The chapter requires a deposit for its fine system. The Committee considers this an innovative best practice.
- Sigma Phi Epsilon redesigned the chapter website to better connect with alumni and other constituents. The chapter also publishes a newsletter.
- Sigma Phi Epsilon's Chaplain awards Brother of the Month to members performing actions that exemplify the Cardinal Principles of Virtue, Diligence, and Brotherly Love.
- Sigma Phi Epsilon took advantage of recent recruitment changes to meet additional recruits as well as solidify existing relationships with others. The Committee commends the chapter for its year-round recruitment effort and urges the chapter to eliminate all dated practices that inhibit a values-based approach.
- Sigma Phi Epsilon utilizes an online polling platform to evaluate chapter leadership's performance and gather constructive feedback. The Committee considers this a best practice.
- The Committee encourages the chapter to further explore other venues to solicit feedback, generate productive conflict, and garner group consensus rather than resorting to Group Me.
- Sigma Phi Epsilon organizes ritual studies and interpretations following rites of passage. The Committee recommends that the chapter strengthen this initiative so that members continue to understand ritual across all levels.
- Sigma Phi Epsilon's incoming leadership has an executive plan proposed for the upcoming academic year. Plan highlights include sustaining and capitalizing upon the momentum generated from recent changes.
- The chapter developed a three-year strategic plan to address the lessened focus on the Residential Learning Community distinction. The Committee is impressed by the chapter's brainstorming behind this project and looks forward to its launch.

Chapter Development Question for 2015-16:

- **What opportunities exist for the chapter to promote productive conflict to effect change?**

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

Facilities Management

- Sigma Phi Epsilon's common damages for 2014-15 was \$852.67.
- The chapter boasts strong numbers with regards to occupancy and met the standard in the fall and spring semesters.
- Sigma Phi Epsilon passed life safety inspections and fire drills with zero violations.
- Sigma Phi Epsilon managed openings and closings with no issues.
- Chapter members participate in house-wide cleans and daily waits. Those failing to fulfill duties are fined.

- Sigma Phi Epsilon's house manager lost the chapter's master key and all locks in the facility were changed as a result. The chapter attached a beeper to the new master key in hopes of avoiding this issue in the future.
- Sigma Phi Epsilon's chapter dog was evicted from the facility after biting a staff member. The chapter quickly complied.
- The chapter had a number of facilities related challenges in 2014-15, but each time acted in a proactive manner. The Committee commends the chapter for this.

Chapter Development Question for 2015-16:

- **How can the chapter establish expectations for those living within the facility to avoid poor relationships with neighboring organizations?**

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

Overall Rating

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

The chapter admittedly took a step back in 2013-14 to better focus on the internal operations of the organization. The Committee felt that this was a wise decision and the organization is now trending upward as a result. The Committee believes that the final step for Sigma Phi Epsilon to return to being a consistent upper-tier chapter is to adopt such aspirational opportunities as the Residential Learning Community, the bLUeprint process, and the connections that the chapter makes on campus with various departments and offices. Sigma Phi Epsilon's involvement on campus makes the chapter a Chapter of the Year candidate if the organization can consistently use these resources to better the Greek Community.

The Accreditation committee assigns Sigma Phi Epsilon 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

- What opportunities exist for the chapter to incorporate bLUeprint concepts to bolster the Residential Learning Community distinction?
- How are Sigma Phi Epsilon members using leadership skills they have gained through their experiences in the chapter to engage with and better the Lehigh community?
- How does the chapter continue to learn about negative vs. positive traditions to effect change?
- What opportunities exist for the chapter to promote productive conflict to effect change?
- How can the chapter establish expectations for those living within the facility to avoid poor relationships with neighboring organizations?

Best Practices

- Sigma Phi Epsilon reorganized its Balanced Man Scholarship series to include an online application process and significant marketing via social media. The Committee commends that chapter for this strengthened approach that resulted in an increase in scholarship applicants. This initiative continues to be a best practice.
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