

SIGMA PHI EPSILON

Accreditation Report

2015-2016

Intellectual Development

- Sigma Phi Epsilon was ranked sixth out of 17 Interfraternity Council Chapters in the fall 2015 semester with a GPA of 3.09509, an increase of .05947 from the spring 2015 semester. The 3.09509 GPA placed the chapter above the All Fraternity average.
- Sigma Phi Epsilon was ranked fifth out of 17 Interfraternity Council Chapters in the spring 2016 semester with a GPA of 3.15029, an increase of .0552 from the fall 2015 semester. The 3.15029 GPA placed the chapter above the All Fraternity average.
- Sigma Phi Epsilon's fall 2015 new member class GPA was 2.494 ranking 10th out of 12 Interfraternity Council Chapters. The new member class GPA was 3.087 for spring 2016 ranking third out of 17 Interfraternity Council Chapters.
- Sigma Phi Epsilon had 13.3% of the chapter on the Dean's List in the fall 2015 semester and 28.6% on the Dean's List in the spring 2016 semester.
- Sigma Phi Epsilon recognized members' academic performance with the Clifford B. Scott Key and Ulysses Grant Dubach Scroll awards for highest and most improved GPA respectively.
- Sigma Phi Epsilon partnered with the Director of the Pride Center to host an ally training; the Director of Student Activities to lead a discussion on effective organizational planning; and the Director of the Office of Gender Violence Education and Support to host a sexual health module. The Committee commends the chapter for readily taking advantage of on-campus resources to enhance offerings.
- The Committee believes that SigEp Speaks has significant potential to grow into an ongoing series and fraternity staple. The chapter has a three-year plan and cancellations delayed anticipated progress. Regardless, the chapter hopes to grow the program by hosting 5x10 events in the coming academic year. The Committee recommends that the chapter consider partnering with an academic department or other student organization to increase reach and participation.
- The Committee believes that Sigma Phi Epsilon is working to redefine its Residential Learning Community designation. While the chapter hosted a number of modules within the chapter facility, the Committee recommends that the chapter critically examine how best to bolster this distinction. This has been an ongoing goal, and yet little progress has been made.
- The Committee recommends that the chapter focus on depth of Intellectual Development and incorporate reflection on a more regular basis. Members should be able to readily articulate how the fraternity supports intellectual growth.

Chapter Development Question for 2016-17:

- **How do you continuously foster a holistic and organic culture of Intellectual Development within the chapter?**

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

Leadership Development

- Members of Sigma Phi Epsilon are involved across campus and have assumed leadership roles in organizations such as Greek Allies, Greek Emerging Leaders, Student Senate, and Orientation. It is evident that involvement outside of the chapter informs chapter processes and vice versa.
- Sigma Phi Epsilon promotes leadership development across its membership and attendance at Carlson Leadership Academy, Conclave, and other headquarters-sponsored opportunities has greatly increased. The Committee commends the chapter for readily taking advantage of opportunities provided by headquarters.
- The Committee commends the chapter for its continued and strategic efforts to further develop challenge components of the Balanced Man Program into a vibrant membership development experience. The Committee looks forward to continued progress on this endeavor, and this includes solidifying the Brother Mentor as the culminating component.
- Sigma Phi Epsilon continues to offer the Balanced Man Scholarship to first-year students. The Committee believes this effort serves as a valuable recruitment tool.
- Sigma Phi Epsilon incorporated bLUeprint as a central component of the new member education plan, and new members designed bLUeprints outlining their journey as members of the chapter. The Committee is impressed by this effort.
- Sigma Phi Epsilon recognizes a Brother of the Month, and those demonstrating commitment to the organizational values of virtue, diligence, and brotherly love are eligible to receive this award.
- Sigma Phi Epsilon incorporates an in-depth approach to transitioning new chapter leadership, complete with shadowing, formal training, and a transition retreat with OFSA staff. The Committee commends the chapter for its efforts to prepare incoming officers and believes this extensive transition will aid in new officers' successes.
- Sigma Phi Epsilon partnered with Phi Kappa Theta to participate in Courageous Conversations. Again, the Committee believes Sigma Phi Epsilon can be proactive and visible in shaping campus climate as it relates to inclusive leadership 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 2016-17:

- **How can Sigma Phi Epsilon create a safe and inclusive space for members to engage in challenging conversations and dialogue with one another?**

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

Community Development

- The chapter participates in a variety of service and philanthropic opportunities including Adopt-a-Family, Broughal Bowling, Relay for Life, Dance Marathon, and more. Additionally brothers also support other campus organization's events.

- Sigma Phi Epsilon co-sponsored Kicks for Case with Kappa Alpha Theta and a dunk tank with Zeta Tau Alpha. Proceeds benefitted Court Appointed Special Advocates and breast cancer research respectively.
- Sigma Phi Epsilon launched its new philanthropic effort in partnership with Pi Beta Phi, Kappa Alpha, Alpha Chi Omega, Sigma Chi, and Alpha Phi. More than 225 participants competed in the inaugural Give Back to Bethlehem Color Run benefitting the Trinity Episcopal Church, and the chapter raised \$3000 for the church's soup kitchen.
- Sigma Phi Epsilon partners with the Community Service Office to provide dinner at local homework clubs on an ongoing basis.
- The chapter has strengthened its relationship with the Trinity Episcopal Church and members regularly volunteer at the church's soup kitchen by serving food, cleaning up after meals, and interacting with those in need. The Committee commends the chapter for fostering new partnerships within the South Bethlehem community and providing members with opportunities to engage in direct service.
- 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 participated in an alumni phone-a-thon to fundraise for the chapter's P&E account and extended invitations for an upcoming event during Rivalry Weekend as well. The chapter also shares newsletters with alumni and parents.
- Sigma Phi Epsilon hosted 60 parents during Parent and Family Weekend. Parents enjoyed tailgating and a light lunch at the chapter house.
- 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 notes that the submitted materials outlining the standards board have not been updated since April 2007. The Committee recommends that the chapter review these written procedures to ensure things are up-to-date and relevant.
- Sigma Phi Epsilon was placed on Disciplinary Probation through May 2016 after being found responsible for Respect for Community—Irresponsible Distribution of Alcohol in February 2016. A recruit was found to be highly intoxicated after drinking at a Sigma Phi Epsilon rush party and required transport to St. Luke's. This incident was also investigated by the Interfraternity Council Judicial Board and led to the chapter being suspended for a portion of fraternity recruitment.

Chapter Development Question for 2016-17:

- **How can Sigma Phi Epsilon give consideration to organizational values and incorporate reflection in order to strengthen new efforts?**

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 and works with an independent accountant. The team focused on cutting unnecessary spending and shifting funds to support key areas this year. As a result, the chapter not only staved off a dues increase, but reduced dues by six percent. The Committee commends the chapter for its increased fiscal responsibility and transparency and considers these efforts a best practice.
- The chapter requires a deposit for its fine system. The Committee considers this an innovative best practice.
- Sigma Phi Epsilon borrowed from Student Senate's model to more effectively run chapter proceedings. Specifically, the chapter incorporated Robert's Rules of Order when electing new officers and pro-con procedures from to more efficiency evaluate recruits during recruitment.
- Sigma Phi Epsilon developed officer reflection reports summarizing each officer's term as well as things done well and areas for improvement. These reports are shared with newly elected officers during the transition process. Noting that the chapter has launched a number of new initiatives, the Committee recommends that the chapter explore additional opportunities to document progress and supplement current transition materials.
- Sigma Phi Epsilon engages in strategic planning and recent focus areas included alumni relations, philanthropic engagement, community involvement, and more. Plans are oftentimes well thought out and detailed; however, execution is not as exact. The chapter cited delays, hurdles, and other obstacles when sharing why certain plans were off track or that goals were not 100% met. The Committee recommends that the chapter give more consideration to planning and execution by readily taking advantage of resources; working in advance of target deadlines; and developing backup plans.
- 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; however, the chapter's recruitment efforts were greatly tarnished when a recruit was transported to the hospital following an alcohol-related emergency. The Committee urges the chapter to eliminate all antiquated practices predicated around alcohol that inhibit a values-based approach.
- Sigma Phi Epsilon maintains a chapter website to better connect with alumni and other constituents. The chapter also publishes a newsletter for parents and alumni.
- Sigma Phi Epsilon met all Occupancy requirements.
- Sigma Phi Epsilon passed all life safety inspections and fire drills without issue. The chapter also managed openings and closings relatively well.

Chapter Development Question for 2016-17:

- **What resources can Sigma Phi Epsilon readily take advantage of so that the organization can better plan?**

In the area of **Organizational Development**, 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 2015-2016 Accreditation Committee.

Following a year focused on internal operations, Sigma Phi Epsilon took steps to launch a number of strategic plans across key focus areas including alumni relations, philanthropic engagement, community involvement, and more. The chapter experienced some delays and hurdles; however, the chapter is learning from these so that things stay on track and goals can be attained. Recent success includes the adoption of a new philanthropic event and the launch of a speaker series. Put simply, the chapter planned the work and is now working the plan. The Committee looks forward to the chapter consistently taking advantage of resources; intentionally focusing on key areas; and capitalizing upon the momentum generated from recent changes.

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

- How do you continuously foster a holistic and organic culture of Intellectual Development within the chapter?
- How can Sigma Phi Epsilon create a safe and inclusive space for members to engage in challenging conversations and dialogue with one another?
- How can Sigma Phi Epsilon give consideration to organizational values and incorporate reflection in order to strengthen new efforts?
- What resources can Sigma Phi Epsilon readily take advantage of so that the organization can better plan?

Best Practices

- 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's finance team oversees an annual budget and works with an independent accountant. The team focused on cutting unnecessary spending and shifting funds to support key areas this year. As a result, the chapter not only staved off a dues increase, but reduced dues by six percent. The Committee commends the chapter for its increased fiscal responsibility and transparency and considers these efforts a best practice.
- The chapter requires a deposit for its fine system. The Committee considers this an innovative best practice.