

SIGMA PHI EPSILON

Accreditation Report
2017-2018

Leadership & Member Development

- Sigma Phi Epsilon initiates new members on the first day of new member education per Headquarters' policy. Upon this immediate initiation, students are considered brothers within the organization and begin to take on the rights and expectations of full membership. The committee challenges Sigma Phi Epsilon to think about how the chapter culture conflicts with this initiative as evidenced by members' repeated use of the term "pledges".
- The committee commends the chapter for engagement in Sigma Phi Epsilon Headquarters' initiatives and leadership development opportunities. The chapter had five members attend the Carlson Leadership Academy. Through this experience, one brother reflected on the importance of the Balanced Man scholarship as a dynamic recruitment tool.
- The chapter hosted various campus partners to facilitate conversations with the brotherhood during new member education. These included a LUPD officer to provide advice on how to be a good neighbor in South Bethlehem as well as the Training and Education Coordinator for the Pride Center to discuss campus resources for the LGBTQIA community.
- The committee recommends that the chapter engage members in leadership development opportunities outside of those provided by Headquarters (i.e. Undergraduate Interfraternity Institute, LeaderShape, Association of Fraternal Leadership and Values annual conference). This is a repeated recommendation.
- Sigma Phi Epsilon rewards members for exemplifying their cardinal values of virtue, diligence, and brotherly love through their Brother of the Month recognition. Each month brothers are encouraged to submit nominations and the winner from each month is treated to a dinner at the Wooden Match at the end of the semester.
- The chapter has members that hold leadership positions in a variety of clubs and organizations on campus including club sports, Student Senate, and the Office of First Year Experience. The committee recommends Sigma Phi Epsilon consider formal and informal methods for members to share learnings from other campus involvement.
- The chapter made use of the Balanced Man phone application to track members' progress through the Sigma, Phi and Epsilon challenges after some initial resistance. The committee recommends further engaging with this platform in order to track members' development.
- Sigma Phi Epsilon participated in an executive board transition retreat orchestrated by Headquarters that brought together incoming and outgoing executive boards, alumni, and a regional director from Headquarters. The retreat focused on recruitment practices, risk management, and implementation of new Headquarters' policies.

Chapter Development Question for 2018-2019:

- **How can Sigma Phi Epsilon further ground chapter practices in the Balanced Man framework?**

In the area of **Leadership & Member Development**, the committee rated Sigma Phi Epsilon to be an **Accredited Chapter**.

Organizational Operations

- Sigma Phi Epsilon collaborated with Headquarters on the transition to be a substance-free facility. The chapter unanimously agreed to change the bylaws to reflect this initiative and submitted those revisions to Headquarters. Additionally, the chapter created a three-tier accountability measure that will strengthen over the next three semesters.
- The committee is concerned that the chapter does not partake in genuine values-based recruitment. Reflections in the report and presentation centered on fun events, not meaningful experiences. During the presentation, none of the newer members could articulate how the chapter approaches values-based recruitment.
- The chapter sustained the use of a fine deposit system. Members put money down at the beginning of the year to cover fines that may be accrued if a brother fails to perform brotherhood responsibilities such as dish rotation, pots and pans rotation, and Sunday house chore duties.
- The committee continues to believe that an area of opportunity for the chapter is developing chapter-wide accountability and engaging members that may typically be viewed as apathetic. This was evident by the fact that the current and two previous presidents answered a majority of the questions during the presentation.
- Sigma Phi Epsilon discontinued their policy that limited the number of brothers that could vote on bidding new members based on each member's respective involvement in recruitment. Instead the chapter now encourages members to attend the recruitment events that they prefer. The committee fears that this will once again lead to apathy and recommends establishing a culture in which there is an understanding of recruitment as an expectation of membership.
- The committee believes the chapter's standards board is functioning but could use improvement. It does not appear that the standards board is applied consistently for minor as well as major incidents.
- The chapter has difficulty following IFC and university processes (i.e. late IFC dues, new member education plan submission, and LINC event planning forms). The committee recommends the chapter incorporate knowledge of these processes into chapter retreats and officer transitions.
- Sigma Phi Epsilon provides biweekly presentations to show how chapter funds are spent as well as provide budget forecasting for the year. Additionally, the chapter implemented finance deputies to assist with processes and create a pipeline to the vice president of finance.

Chapter Development Question for 2018-2019:

- **How can Sigma Phi Epsilon share responsibility across the chapter in order to follow through on goals?**

In the area of **Organizational Operations**, the committee rated Sigma Phi Epsilon to be an **Unaccredited Chapter**.

Community Service & Engagement

- Sigma Phi Epsilon was not honest about their success with the Interfraternity Council's hard alcohol ban. While chapter leadership insisted they haven't had any issues, the chapter was placed on a temporary social probation in February for violating the ban.

- The chapter participated in multiple philanthropic efforts including Adopt a Family, Relay for Life, Kappa Alpha Theta's Candyland for Casa, and Kappa Delta's So You Think You Can Dance. However, the chapter does not appear to participate in regular hands-on community service outside of the South Side Clean-Up or Parent's Night Out. The committee considers this an area that needs significant improvement.
- Sigma Phi Epsilon received a Disciplinary Warning in August after accepting responsibility for Respect for the Law and Respect for Community due to a large off-campus party.
- Sigma Phi Epsilon received a Disciplinary Warning in February after being found responsible for Respect for Community (Social Policy – Irresponsible Distribution of Alcohol) due to providing alcohol to a student that later required medical attention. As a result, the chapter was required to make edits to their risk management plan.
- The chapter received three off-campus violations through the Interfraternity Council Judicial Committee (IJC). The third resulted in a meeting with the Office of Student Conduct and Community Expectations (OSCCE). The chapter pled responsible for Respect for Community and Respect for the Law after receiving a disorderly house citation. As a result, Sigma Phi Epsilon was required to report all off-campus events for the remainder of the year to OSCCE.
- The chapter hosted their annual Color Run in collaboration with multiple Greek organizations. Participants were able to run through campus while being doused with colored powder. Sigma Phi Epsilon raised \$1,780 for the Valley Youth House.
- Sigma Phi Epsilon failed to share with the committee that Headquarters placed the chapter on a social probation at the end of the spring semester for multiple risk management violations in regards to alcohol-use. The chapter has been sanctioned to host a Headquarters representative to provide a risk management presentation, pass a substance-free facility bylaw, and develop a risk management membership agreement.
- The chapter hosted a bench press competition. Using an online platform, donations accrued for each repetition made during the competition. In total, the chapter raised \$1,364 to donate to Puppies Behind Bars, an organization that teaches prison inmates how to train service dogs for war veterans and law enforcement.
- Sigma Phi Epsilon shared that diversity and inclusion was a priority for the chapter. However, the chapter had minimal participation at a Greek Allies meeting hosted at their own facility. Additionally, none of the community members that attend weekly meetings showed up. The committee challenges the chapter to think about how the culture of the organization may have led members of our community to be uncomfortable in the chapter space.
- The chapter hosted a dinner at the house for families and alumni the night before the Lehigh-Lafayette game. With the development of an alumni database, Sigma Phi Epsilon hopes to further structure these efforts and build a professional network.

Chapter Development Question for 2018-2019:

- **How can the chapter build sustainable community service efforts with Southside constituents?**

In the area of **Community Service & Engagement**, the committee rated Sigma Phi Epsilon to be an **Unaccredited Chapter**.

Academic & Intellectual Advancement

- Sigma Phi Epsilon was ranked fifth out of 15 Interfraternity Council chapters in the fall 2017 semester with a GPA of 3.13, an increase of 0.04 from the spring 2017 semester. The 3.13 GPA placed the chapter above the All Fraternity average.
- Sigma Phi Epsilon was ranked seventh out of 14 Interfraternity Council chapters in the spring 2018 semester with a GPA of 3.12, a decrease of 0.01 from the fall 2017 semester. The 3.12 GPA placed the chapter above the All Fraternity average.
- Sigma Phi Epsilon's fall 2017 new member class GPA was 3.34 ranking second out of nine Interfraternity Council chapters. The new member class GPA was 2.9 for spring 2018 ranking seventh out of 14 Interfraternity Council chapters.
- Sigma Phi Epsilon had 29.1% of the chapter on the Dean's List in the fall 2017 semester and 18.8% on the Dean's List in the spring 2018 semester.
- The chapter implemented study hours for new members. The committee recommends the chapter relook at this requirement and think through the varying needs of academic coursework (i.e. rehearsal, studio hours).
- Sigma Phi Epsilon continued their Balanced Man scholarship. Winners are selected based on academic performance, campus involvement, and individual character. This year the chapter received 50 applications and awarded nine first-year men the scholarship.
- The committee recommends the chapter work to build a culture of curiosity. The chapter shared individual efforts on this front (i.e. Soterra and Cold Brews Club) but couldn't speak to how the organization contributes to members' intellectual development outside of the classroom.
- The chapter hosted an alumnus to provide suggestions for basic and advanced resumes. He was also willing to review members' resumes when applying for internships. The committee recommends that the chapter not solely rely on internal expertise but rather incorporate campus resources (i.e. The Center for Career & Professional Development) into professional development efforts.
- The chapter shared that they saw success with the academic plan developed last year in coordination with the chapter counselor. The committee commends the chapter on implementing this plan and suggests finding a way to assess success of the plan moving forward.
- Sigma Phi Epsilon hosts a Dean's List dinner to celebrate scholastic accomplishments. Brothers who made the Dean's List were invited to attend a formal dinner at The Rodizio Brazilian Steakhouse. The chapter also provides monetary rewards to members with the highest and most improved GPAs.

Chapter Development Question for 2018-2019:

- **What opportunities exist for Sigma Phi Epsilon to use their modules to develop a culture of intellectual development within the chapter?**

In the area of **Academic & Intellectual Advancement**, the committee rated Sigma Phi Epsilon to be an **Accredited Chapter**.

Facilities Management

- Sigma Phi Epsilon had no common damages for 2017-2018.

- Sigma Phi Epsilon did not remove storage containers by the required deadline. The Office of Residential Services had to follow up with chapter leadership multiple times.
- Sigma Phi Epsilon passed life safety inspections and fire drills with zero violations. However, an individual member took responsibility for a covered smoke detector found in a common room.
- The chapter successfully met occupancy for both the fall and spring semesters.
- The committee is disappointed that several times throughout the year, the Office of Residential Services discovered violations within the chapter facility (i.e. door hangers, opened security screens, and covered smoke detectors). While these life safety violations are typically deemed individual, the chapter needs to be more proactive in expectation setting.
- Sigma Phi Epsilon collaborated with Lehigh's Hazardous Materials Manager to pilot a battery recycling program in fraternity houses. Sigma Phi Epsilon was able to collect and recycle nearly 10 pounds of batteries and is now exploring how to increase residence hall participation.
- The chapter utilizes a fine deposit system to ensure facility upkeep. Members put money down at the beginning of the year to cover fines that may be accrued if a brother fails to perform house chore responsibilities or damages the facility. The committee recommends assessing effectiveness of this effort to ensure members are not essentially paying to disregard policy.
- The chapter made multiple improvements to the chapter facility including purchasing 50 new chairs for the dining area, multipurpose folding tables, and maintenance to the chapter's laundry equipment.
- The committee commends the chapter on investing in a Tile key finder for the master key. This is a great use of technology to avoid previous issues of losing keys.

Chapter Development Question for 2018-2019:

- **What is the chapter's role in preventing individuals from acquiring life safety violations?**

In the area of **Facilities Management**, the committee rated Sigma Phi Epsilon to be an **Accredited Chapter**.

Overall Rating

Overall, Sigma Phi Epsilon has been rated an Unaccredited chapter by the 2017-2018 Accreditation committee.

Sigma Phi Epsilon is missing the "why" behind the majority of their efforts. The committee is disappointed to see the chapter step away from their steady history of strong leadership on Lehigh's campus. The chapter has not demonstrated much, if any, growth over the last year. Sigma Phi Epsilon grossly ignored the committee's chapter development questions from the last year and the efforts presented from this year were a response to Headquarters intervention in the spring semester. Multiple areas of the chapter need significant improvement within the metrics of Organizational Operations and Community Service & Engagement. Sigma Phi Epsilon should take the next year to reassess and think through how chapter programs/operations improve the experience of members as well as how members can better the Lehigh and South Bethlehem communities.

The Accreditation committee assigns Sigma Phi Epsilon an overall rating of Unaccredited, which does not meet expectations set forth by Lehigh University. The chapter is not successful in multiple metrics and does not meaningfully contribute to the Greek and Lehigh communities. A chapter that receives an Unaccredited rating for two consecutive academic years loses University recognition and access to group housing.

Chapter Development Questions

- How can Sigma Phi Epsilon further ground chapter practices in the Balanced Man framework?
- How can Sigma Phi Epsilon share responsibility across the chapter in order to follow through on goals?
- How can the chapter build sustainable community service efforts with Southside constituents?
- What opportunities exist for Sigma Phi Epsilon to use their modules to develop a culture of intellectual development within the chapter?
- What is the chapter's role in preventing individuals from acquiring life safety violations?