

Sigma Phi Delta

Accreditation Report

2021-2022

Leadership & Member Development

- The chapter has worked to bring everyone back after COVID. Sigma Phi Delta focused on building strong relationships between members offering BBQs, Movie Nights, Game nights, professional development 1on1s, and group sessions.
- The chapter is in close connection with its national advisors for chapter operations.
- More than 50% of members are involved in other campus organizations.
- An academic plan is created for members as they undergo the new member education including mock interview and resume review sessions.
- The chapter speaks of incorporating their mission and values through their programming, but examples of this were not clearly shared in their accreditation report or presentation.
- On Diversity, Equity and Inclusion (DEI) efforts, the chapter should partner with campus offices for a more robust plan instead of a student-led and created plan.

Chapter Development Questions for 2022-2023:

- In what ways can the chapter rethink the consequences for service instead of using a fine?
- Is the plan surrounding DEI linked with the new chapter facility? How can the chapter utilize the facility to have dinners with multiple offices/speakers on DEI work?

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

Organizational Operations

- Sigma Phi Delta changed their organizational structure to create a better management of finances. An enhanced DEI structure acts as a resource to new members, this is evidence of the strides the chapter has taken to increase diversity.
- Sigma Phi Delta shifted the name of their standards board to a "Member Welfare" Committee. This holistic approach to member wellness and accountability was well received by the accreditation panelists.
- The chapter has begun to address areas of DEI in addition to race/ethnicity through varying levels of conversation, but they seemed more internal. It is recommended that the chapter utilize campus, IHQ, and other external resources to broaden this conversation.
- Sigma Phi Delta is very transparent with its chapter finances, members will know where their money is going. A financial payment plan is set in place for members who may need assistance.
- Sigma Phi Delta describes its organization as a "professional-social fraternity" this distinction seems very misleading, as the chapter seems to continue to prioritize social aspects of their experience.
- The chapter is running effectively and smoothly per their national guidelines.

Chapter Development Questions for 2022-2023:

- How can the chapter utilize campus resources to push the chapter development plan forward (i.e., the chapter met the required programs but moved beyond the requirement)?

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

Community Service & Engagement

- Sigma Phi Delta participated in several service and philanthropy opportunities, including serving food at Broughal Middle School, raising money at Playa Bowls, and participating in Hawkathon and Relay for Life.
- Alumni engagement includes newsletter and chats options.
- The panel encourages Sigma Phi Delta to identify an organization for collective service to demonstrate active participation. This would allow the chapter to provide more meaningful education to members about the greater South Bethlehem Community that they are serving (city education system, housing crisis, food desert, etc.).
- The chapter should inquire with the Community Service Office (CSO) to develop and community service plan or strategy that includes meaningful reflection questions.
- The chapter's bylaws require members to complete the requirement of five service hours per semester, this seems very low and the panel suggests that the chapter explore a higher commitment of service hours.
- Sigma Phi Delta has a great partnership with the Lehigh Office of International Affairs focusing on the study abroad events for underclassmen and the opportunities they have.

Chapter Development Questions for 2022-2023:

- What does service mean to your organization and how can service add to your mission and values?
- How can the organization utilize reflection within service to further educate its members on the South Bethlehem community?
- If Sigma Phi Delta had a higher service hour requirement, how would that change the impact the chapter would have on the campus and local community?

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

Academic & Intellectual Advancement

- Sigma Phi Delta was ranked eleventh out of 12 Interfraternity Council chapters in the fall 2021 semester with a GPA of 3.02, a decrease of 0.29 from the spring 2021 semester. The 3.02 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Sigma Phi Delta was ranked twelfth out of 12 Interfraternity Council chapters in the spring 2022 semester with a GPA of 3.05, an increase of 0.03 from the fall 2021 semester. The 3.05 GPA placed the chapter below All Greek, All Fraternity and All IFC averages.
- Sigma Phi Delta's fall 2021 new member class GPA was 2.42 ranking fifth out of six Interfraternity Council chapters.
- Sigma Phi Delta's spring 2022 new member class GPA was 2.79 ranking eleventh out of 12 Interfraternity Council chapters.
- Sigma Phi Delta had 25.0% of the chapter on the Dean's List in the fall 2021 semester and 28.0% on the Dean's List in the spring 2022 semester.

- New members bring in resumes and cover letters, where mock interviews are conducted.
- The chapter has a strong professional exploration plan is strong. Utilization of a professional board, to network with alumni.
- The chapter's professional Communications Chair utilized Github to build a website, to house important information.
- The potential opportunity to have more recognition for academic achievement is there. The panel recognizes the change to in-person instruction is difficult, however, more could have been done on the academic front to bolster members' GPAs.

Chapter Development Questions for 2022-2023:

- What steps is the chapter taking to support brothers who need an academic plan?
- How can the utilization of the chapter academic advisor increase member academic development efforts?

In the area of **Academic & Intellectual Development**, the committee rated Sigma Phi Delta to be an **Unaccredited Chapter**.

Overall Rating

Overall, Sigma Phi Delta has been rated an Accredited chapter by the 2021-2022 Accreditation committee.

Sigma Phi Delta has done a good job acclimating to the fraternity and sorority community and has done good work, but there is room for improvement. The chapter needs to focus on creating clearly stated, specific actions instead of blanket statements. There is some clarity needed in their DEI position with the utilization of campus resources. An academic plan is needed to matriculate the members into the organization and there needs to be a concerted effort in the service area as the suggested hours per member of 10 total hours for an academic year is very low and limits the potential impact the chapter can have. Overall, there is great potential in Sigma Phi Delta, there just needs to be an outward focus instead of the inward focus especially as the organization makes its way to having a chapter facility.

The Accreditation committee assigns Sigma Phi Delta an overall rating of Accredited, which meets expectations set forth by Lehigh University. The chapter is successful and is an active contributor to the Greek and Lehigh communities.

Chapter Development Questions

- In what ways can the chapter rethink the consequences for service instead of using a fine?
- Is the plan surrounding DEI linked with the new chapter facility? How can the chapter utilize the facility to have dinners with multiple offices/speakers on DEI work?
- How can the chapter utilize campus resources to push the chapter development plan forward (i.e., the chapter met the required programs but moved beyond the requirement)?
- What does service mean to your organization and how can service add to your mission and values?
- How can the organization utilize reflection within service to further educate its members on the South Bethlehem community?
- If Sigma Phi Delta had a higher service hour requirement, how would that change the impact the chapter would have on the campus and local community?
- What steps is the chapter taking to support brothers who need an academic plan?

- How can the utilization of the chapter academic advisor increase member academic development efforts?

Best Practices

- The financial assistance to members in need of assistance.
- Governing documents are reviewed on a semesterly basis. Financial transparency with brothers. Use of Student Opportunity Fund and alumni scholarships. Frequent conversations with nationals.
- Creation of a chapter newsletter to keep members and alumni involved.