

## Sigma Phi Delta

### Accreditation Report

2022-2023

#### Leadership & Member Development

- House points were awarded for values alignment, leadership positions, and academic achievement.
- Retreats and alumni career talks facilitated networking opportunities.
- Structured officer transition process with position reports, shadowing, and thorough training.
- The role of the Diversity, Equity, and Inclusion Chairman was to oversee DEI practices and coordinate relevant events. Activities such as participating in Break the Silence events and facilitating discussions on mass incarceration in America, were organized to increase awareness and educate members.
- New member education events focused on sexual harassment prevention, gender and sexuality awareness, and discrimination/racism/microaggression prevention.

#### Chapter Development Questions for 2023-2024:

- How can Sigma Phi Delta further enhance the effectiveness of its leadership and member development initiatives to ensure our chapter's holistic growth and success?
- How can the chapter continue to foster diversity, equity, and inclusion within the fraternity, and what steps can be taken to ensure members from marginalized/minority backgrounds feel included and supported?

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

#### Organizational Operations

- The chapters governing documents undergo semesterly reviews for alignment with current operations, with recent revisions made during chapter meetings.
- The fundraising committee was established to purchase furniture in the chapter house, raising \$16,251.26 primarily allocated to the basement and recreational areas—increased fundraising efforts needed.
- The dues structure includes Nationals Payment, Chapter Dues, Active Brothers, and New Members, with the option for new members to enroll in the chapter house meal plan.
- The Lehigh Code of Conduct is emphasized through the Chaplain's semesterly presentation and Membership Welfare Committee ensuring accountability for conduct violations.
- Structured operations include regular meetings, boards for events, and a chapter calendar to resolve conflicts—the addition of a fundraising committee.
- The chapter stays involved in the community by participating in IFC meetings, working with other organizations, and communicating through private newsletters and social media.
- Adherence to IHQ policies and procedures, ensuring alignment of proposed bylaw changes with national policies.
- The chapter confidently explored available financial support and resources to eliminate cost barriers. This included leveraging the Student Opportunity Fund and collaborating with the Financial Aid Office.
- Sigma Phi Delta implemented its DEI plan through events, collaboration with other campus groups/organizations, and relevant campus resources.

#### Chapter Development Questions for 2023-2024:

- How can Sigma Phi Delta enhance its chapter's recruitment and retention strategies to ensure a strong and diverse membership?

- How does the chapter approach fundraising efforts and financial management, particularly concerning covering costs associated with important initiatives such as furniture replacement?

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

### **Community Service & Engagement**

- Sigma Phi Delta has changed its philanthropy and community service initiatives, such as appointing a new philanthropy chair and mandating that all members complete 7 hours of community service, with 80% of the chapter meeting the requirement.
- Sigma Phi Delta has broadened its philanthropy initiatives to encourage more involvement from members. This includes offering alternative community service events and encouraging individual service beyond the chapter's specific philanthropic endeavors.
- Some of the outstanding philanthropic and community service events include Move-In Assisted, Snow Cones for CASA, Spooktacular, Hackathon, Flower Fundraiser, and partnerships with different organizations.
- Sigma Phi Delta maintains strong connections with its alums by regularly communicating with them through professional panels, alum BBQ events, and newsletters, ensuring they remain engaged and informed.
- The chapter is dedicated to promoting social activism and positive change. The chapter has achieved this by organizing weekly philanthropic events and collaborating with organizations such as SPEAK, Break the Silence, and culturally-based organizations.
- Increased community service efforts, including tutoring at Broughal middle school and supporting West Bethlehem Food Pantry.
- Recognized by the Community Service Office for going above and beyond.

### **Chapter Development Questions for 2023-2024:**

- How does the chapter ensure effective leadership and continuity through transitions, such as changes in philanthropy chairs or other officer positions?
- Can you explain how the chapter assesses and quantifies the impact of its community service initiatives, especially about fulfilling the higher community service mandate and involving members in significant charitable endeavors?
- How does the chapter foster strong connections with alums and leverage their expertise and support for its development and success?

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

### **Academic & Intellectual Advancement**

- Sigma Phi Delta was ranked 11th out of eleven fraternities in the fall 2022 semester with a GPA of 2.94, a decrease of 0.11 from the spring 2023 semester. The 2.94 GPA placed the chapter below All Greek, All Fraternity, and All IFC averages.
- Sigma Phi Delta was ranked 10 out of 10. in the spring 2023 semester with a GPA of 3.18, an increase of 0.24 from the fall 2022 semester. The 3.18 GPA placed the chapter below the All Greek, All Fraternity, and All IFC averages.
- Sigma Phi Delta's fall 2022 new member class GPA was 2.09 ranking 5 out of 5 chapters conducting fall recruitment on the Interfraternity Council.

- Sigma Phi Delta's spring 2023 new member class GPA was 3.30 ranking 4 . out of 10 of chapters on the Interfraternity Council.
- Sigma Phi Delta had 19.7% of the chapter on the Dean's List in the fall 2022 semester and 29.5% on the Dean's List in the spring 2023 semester.
- Academic incentives, including a house points system and a formal dinner for brothers on the Dean's List, were introduced.
- There has been an enhancement of member support resources implemented, such as the Academic Big Brothers program and remedial steps for underperforming/at-risk brothers.
- The chapter has revised its bidding process, considering potential new members' GPAs and ranking their academic standing.
- Sigma Phi Delta emphasizes professional development through internal events, seminars, and collaboration with alums for advice on internships and networking.
- Collaboration with advisors and the career center, including communication and partnerships to promote resources and organize professional events.
- Integrating classroom knowledge into chapter positions, with specific roles incorporating lessons learned in relevant courses.
- The chapter emphasized inclusivity and diverse practices through collaboration with inclusion, diversity, and multicultural affairs offices for training opportunities and accessible sessions.
- Academic initiatives were implemented, but GPA shortcomings highlighted the need for innovation in new member education and continuing education.
- Mentorship program established for upper-level students and new members, focusing on positive habits, goal setting, and academic support.
- Brotherhood activities foster camaraderie through professional development, campus involvement, and social events.
- Academic improvement efforts through mentoring, reporting exam grades, and collaboration with OFSA for an academic plan.

#### **Chapter Development Questions for 2023-2024:**

- What methods and programs are in place to encourage academic success within the chapter, and how do they effectively support and motivate its members?
- How does the chapter collaborate with faculty advisors and the career center to provide members with meaningful professional development opportunities and resources?
- What measures has the chapter taken to promote diversity and inclusivity in its operations and practices, and how does it ensure all members feel valued and supported in their fraternity experience?
- What innovative strategies or programs have been implemented to improve academic performance and address GPA shortcomings among members?

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

#### **Facilities Management**

- Sigma Phi Delta had no common damages for the 2022-2023 academic year.
- Sigma Phi Delta had no issues with openings or closings for the 2022-2023 academic year.
- Sigma Phi Delta had no major life safety violations for the 2022-2023 academic year.
- Sigma Phi Delta communicated with Housing Services effectively and completed tasks in a timely manner.
- Sigma Phi Delta has had a good academic year in general. In October 2022, a fire alarm did go off due to an illegal fog machine (which resulted in a minor Life Safety violation), but other than that, the chapter has done well overall for their first year on the hill.
- The Chapter excels in facilities management, cleanliness, and organization in common and individual rooms.

- Sigma Phi Delta has established a strong relationship with Housing Services, with perfect meeting attendance and effective communication for guidance and problem-solving.
- Sigma Phi Delta was recognized by Housing Services with the Fraternity Facility Stewardship Award in recognition of outstanding management, care, and stewardship during the 2022-23 academic year.
- Sigma Phi Delta had no life safety violations throughout the year, emphasizing safety, taking prompt action in potentially hazardous situations, and involving appropriate authorities.
- The Chapter exceeded the required occupancy without issues and fostered excitement among members to live in the chapter house.
- The Chapter created established systems for cleaning, inspecting, and maintaining the house, inspired by the successful practices of other organizations at Lehigh.
- Fraternity culture emphasizes respect and high cleanliness standards to create an inviting environment.
- The chapter received recognition from housing services for their exceptional diligence and unwavering commitment to upholding a clean facility. This acknowledgment is especially notable as it coincides with the chapter's inaugural year in its dedicated chapter facility.

#### **Chapter Development Questions for 2023-2024:**

- How does the Chapter maintain and enhance its facilities management practices to ensure cleanliness, organization, and a safe living environment for all members?
- How does the Chapter foster a culture of responsibility and safety awareness among its members, and what steps are taken to promptly address and mitigate any potential hazards or issues related to the chapter house?

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

#### **Overall Rating**

**Overall, Sigma Phi Delta has been rated an Accredited with Excellence chapter by the 2022-2023 Accreditation committee.**

Sigma Phi Delta has been actively working on developing leadership skills through mentorship programs, community service, and fostering a strong sense of brotherhood. However, due to the COVID-19 pandemic, the fraternity has faced challenges and needs to refocus on its mission and values. Academic initiatives have been implemented, but the fraternity needs to innovate and improve its education system to address GPA shortcomings. The fraternity has promoted diversity, equity, and inclusion by organizing events and discussions. Organizational operations include regular reviews, policy adherence, and financial support. Community service efforts have been expanded, and connections with alums are maintained. The fraternity emphasizes academic development through incentives and collaborations. Facilities management is commendable, with a strong relationship with Housing Services and an emphasis on safety and cleanliness.

In general, Sigma Phi Delta has made progress in various areas. Still, it should concentrate on enhancing leadership development, addressing the impact of the pandemic, improving academic performance, promoting diversity and inclusion, refining fundraising efforts, assessing community service impact, strengthening connections with alums, encouraging academic success, collaborating with advisors and the career center, and maintaining facilities management practices.

In conclusion, Sigma Phi Delta has demonstrated strengths in multiple areas but needs to continue to improve and innovate to ensure the Chapter's overall growth and success.

**The Accreditation committee assigns Sigma Phi Delta an overall rating of Accredited with Excellence, the chapter exceeds expectations set forth by Lehigh University. The chapter excels in multiple metrics, making valuable contributions to the Greek and Lehigh communities. Congratulations!**

## Chapter Development Questions

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- How can the chapter continue to foster diversity, equity, and inclusion within the fraternity, and what steps can be taken to ensure members from marginalized/minority backgrounds feel included and supported?
- How can Sigma Phi Delta enhance its chapter's recruitment and retention strategies to ensure a strong and diverse membership?
- How does the chapter approach fundraising efforts and financial management, particularly concerning covering costs associated with important initiatives such as furniture replacement?
- How does the chapter ensure effective leadership and continuity through transitions, such as changes in philanthropy chairs or other officer positions?
- Can you explain how the chapter assesses and quantifies the impact of its community service initiatives, especially about fulfilling the higher community service mandate and involving members in significant charitable endeavors?
- How does the chapter foster strong connections with alums and leverage their expertise and support for its development and success?
- What methods and programs are in place to encourage academic success within the chapter, and how do they effectively support and motivate its members?
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- What measures has the chapter taken to promote diversity and inclusivity in its operations and practices, and how does it ensure all members feel valued and supported in their fraternity experience?
- What innovative strategies or programs have been implemented to improve academic performance and address GPA shortcomings among members?
- How does the Chapter maintain and enhance its facilities management practices to ensure cleanliness, organization, and a safe living environment for all members?
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## Best Practices

- Facilities management is excellent, emphasizing cleanliness, organization, safety and fostering a culture of responsibility among members.
- The Chapter's organizational operations focus on regular reviews of governing documents, fundraising efforts, adherence to policies, involvement in the community, and exploring financial support and resources.
- In promoting diversity, equity, and inclusion, Sigma Phi Delta has appointed a Diversity, Equity, and Inclusion Chairman and organized events to raise awareness and educate members on relevant topics.