

## **Sigma Phi Epsilon**

### **Accreditation Report**

2022-2023

#### **Leadership & Member Development**

- Sigma Phi Epsilon utilizes a values-based recruitment approach and the Balanced Man Program (BMP) to develop members into "Balanced Men" with leadership abilities, benevolence, and purpose in life.
- The executive board attended the SigEp Carlson Leadership Academy to implement the BMP and exchange ideas with other chapters.
- With 100% deployment and 91% participation rates, the BMP app tracks progress and completes personal and professional development challenges.
- The BMP consists of four steps: Sigma, Phi, Epsilon, and Brother Mentor, focusing on different aspects of development.
- The BMP creates balanced men who are leaders, have a clear life direction, and maintain connections with the fraternity.

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

- How has implementing the Balanced Man Program (BMP) impacted chapter members' overall development and growth?
- What steps have been taken to enhance the functionality and usage of the BMP app, and how has it contributed to the engagement and progress of members?
- How does the chapter promote diversity, equity, and inclusion within its recruitment practices and member education, and what initiatives or programs have been implemented to foster an inclusive and welcoming environment?

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

#### **Organizational Operations**

- The chapter established S.M.A.R.T. goals template to set individual and collaborative goals, emphasizing teamwork and support.
- Increased brotherhood participation in executive and chair positions, promoting open communication and suggestions.
- Sigma Phi Epsilon used different communication channels to engage members and promote events. They also improved their online communication channels and revamped their chapter website, which helped to increase visibility and engagement.
- Reviewed current bylaws and conducted regular discussions during chapter meetings to ensure member awareness. The chapter implemented a check-in program and mental health support to address negative behaviors and promote member well-being.
- There was a decrease in repeated negative behaviors and cases before the standards board.
- The chapter has managed to maintain a strong financial position despite inflation challenges. They offer payment plans to members who are struggling financially. They prioritize financial transparency and allocate funds for academic and house improvements, cultivating relationships with alums and showing appreciation to their staff.

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

- How can the chapter improve member engagement and participation in chapter activities and initiatives?
- How can Sigma Phi Epsilon enhance the chapter's organizational structure and efficiency?

- How can the chapter strengthen its alumni network and cultivate stronger relationships with alumni for long-term chapter support and engagement?
- What strategies or initiatives has the chapter implemented to enhance member engagement and participation in fraternity activities, events, and leadership roles?

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

### Community Service & Engagement

- Sigma Phi Epsilon reinstated the annual Color Run event, raising over \$1,700 for the Hispanic Center of Lehigh Valley.
- The chapter coordinated a social media fundraiser with Zeta Tau Alpha, raising close to \$600 for Bethlehem's Boys & Girls Club.
- Sigma Phi Epsilon organized an exclusive March Madness bracket fundraiser, generating \$450 for the American Foundation for Suicide Prevention.
- Sigma Phi Epsilon participated in community service activities such as delivering snack bags to Broughal Middle School's Homework Club and organizing a clothing collection drive.
- The chapter aims to strengthen collaboration with the Community Service Office to increase overall involvement.

### Chapter Development Questions for 2023-2024:

- What strategies can Sigma Phi Epsilon implement to maximize participation and donations in our philanthropy events, ensuring the chapter reaches its fundraising goals?
- How can Sigma Phi Epsilon improve communication and awareness among chapter members about upcoming philanthropy and community service events to ensure greater involvement and participation?
- How have the recent philanthropic events and fundraising efforts impacted the chapter's connection with the community and contributed to the overall mission of the fraternity?
- What examples of collaborations or partnerships with other organizations or campus departments have enhanced the chapter's community service efforts and fostered a shared purpose and collaboration within the fraternity?

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

### Academic & Intellectual Advancement

- Sigma Phi Epsilon was ranked 5th out of eleven fraternities in the fall 2022 semester with a GPA of 3.26, an increase of 0.02 from the spring 2022 semester. The 3.26 GPA placed the chapter below the All Greek average and above the All Fraternity and All IFC averages.
- Sigma Phi Epsilon was ranked 5 out of 10 in the spring 2023 semester with a GPA of 3.32 an increase of .06 from the fall 2022 semester. The 3.32 GPA placed the chapter below the All Greek average and above the All Fraternity and All IFC averages.
- Sigma Phi Epsilon's fall 2022 new member class GPA was 2.83 ranking 3 out of 5 of chapters conducting fall recruitment on the Interfraternity Council.
- Sigma Phi Epsilon's spring 2023 new member class GPA was 3.19 ranking 8 out of 10 on the Interfraternity Council.
- Sigma Phi Epsilon had 37.5% of the chapter on the Dean's List in the fall 2022 semester and 36.8% on the Dean's List in the spring 2023 semester.

- The chapter implemented the position of Vice President of the SigEp Learning Community to coordinate academic events, such as guest speakers, workshops, and joint events on topics like consent, career development, and resume building. This position fosters a culture of learning and collaboration within the chapter.
- Established the Brother Mentors program, matching members with prior academic experience to provide specialized tutoring and support, promoting positive academic development.
- Created a dedicated mental wellness chair position to prioritize members' well-being, conducting resource and support modules, offering open-door hours, and introducing mental wellness gym hours. This initiative aims to provide a supportive environment and promote mental wellness within the chapter.
- The chapter maintained a balanced calendar of events, including community service, philanthropy, brotherhood, well-being, campus, and social activities, ensuring a well-rounded experience for members.
- Scholarships are provided through the Balanced Man Scholarship program to potential new members who embody balanced man ideals while increasing marketing efforts to attract more applicants.
- The chapter maintained an active social media presence on platforms like Instagram and LinkedIn, highlighting exceptional brothers through "Brother of the Week" posts, promoting events, and facilitating connections with alumni and networking opportunities.
- Sigma Phi Epsilon developed a formal relationship with the Beta Alpha Chapter at Moravian University, engaging in joint activities and planning future events to strengthen the bond between the two chapters and foster a sense of fraternity.

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

- How can we further enhance and expand our academic and intellectual advancement initiatives to continue improving the chapter's GPA and academic culture?
- What additional strategies and resources can we implement to strengthen our mental wellness support system and ensure all members feel comfortable seeking help when needed?
- How can we diversify and innovate our programming to cater to our members' diverse interests and needs while maintaining a balanced schedule that allows for academic success and personal growth?
- How has implementing the Vice President of the SigEp Learning Community position impacted the academic culture within the chapter and the coordination of academic events?

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

#### **Facilities Management**

- Sigma Phi Epsilon had two common damage incidents for the fall 2022 semester due to breaking the water fountain off of the wall as well as trying to break into the graduate assistance suite that caused the lock on the door to break. The damage cost for a new door was \$310.94.
- Sigma Phi Epsilon had no common damages for the spring 2023 semester.
- Sigma Phi Epsilon had no issues with openings or closings for the 2022-2023 academic year.
- Sigma Phi Epsilon had no major life safety violations for the 2022-2023 academic year.
- communicated with Housing Services effectively and completed tasks in a timely manner.
- Sigma Phi Epsilon as a house has had a few more occurrences that don't fit into the categories above, including prohibited bonfires outside the house in August 2022 & March 2023. Two separate occasions where water fountains were ripped off the wall. A damaged lock from the chapter trying to break into the GA suite. Also in March 2023, a mattress belonging to the University ended up on the roof of the Chapter house. They also had No major or minor life safety violations, but it would be accurate to say that Sigma Phi Epsilon has had issues this year in University housing at times.
- Improved house facilities by adding a pool table, arcade machine, new furniture, and TVs, enhancing the overall living experience. Upgraded common areas with new furniture, including couches and a coffee table, and installed new office chairs and a TV in the library.

- The chapter enhanced the chapter room with a donated arcade machine and adorned walls with chapter memorabilia and rewards, creating a sense of pride and identity.
- Sigma Phi Epsilon implemented a trial process with the standards board to hold members accountable for damages to house property. This resulted in punishments and fines for minor and major incidents, reinforcing the importance of maintaining a respectful environment.
- Green initiatives and sustainability practices were enacted, such as transitioning to washable plates and silverware, establishing a rotating schedule for washing dishes, and appointing a sustainability chair to promote environmental consciousness.
- Collaborated with the house manager and eco-rep to explore additional sustainable ideas, incentivize the use of reusable water bottles, and organize initiatives like a clothing drive and unwanted item exchange to reduce waste and promote sustainability.

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

- How can Sigma Phi Epsilon further enhance and maintain the facilities of our chapter house to provide a comfortable and engaging living environment for its members?
- What strategies can Sigma Phi Epsilon implement to ensure strong accountability among our members and minimize damages to the chapter house?
- How can Sigma Phi Epsilon continue to promote and expand its green initiatives and sustainability practices within the chapter, fostering an environmentally conscious culture among its members?

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 Accredited chapter by the 2022-2023 Accreditation committee.**

Sigma Phi Epsilon strongly emphasizes member development, organizational effectiveness, community service, academic support, and facilities management. The fraternity utilizes a values-based recruitment approach and the Balanced Man Program to develop "Balanced Men" with leadership abilities and purpose. Effective organizational operations promote communication and collaboration, including executive board transitions and alumni engagement. The fraternity actively engages in community service, partners with local organizations, and organizes fundraising activities, academic programs, workshops, and mentorship to support members' success. Facilities management focuses on improving the chapter house, implementing accountability measures, and promoting sustainability. Sigma Phi Epsilon is committed to holistic member growth, community impact, and a positive living environment.

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

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- How does the chapter promote diversity, equity, and inclusion within its recruitment practices and member education, and what initiatives or programs have been implemented to foster an inclusive and welcoming environment?
- How can the chapter improve member engagement and participation in chapter activities and initiatives?
- How can Sigma Phi Epsilon enhance the chapter's organizational structure and efficiency?

- How can the chapter strengthen its alumni network and cultivate stronger relationships with alumni for long-term chapter support and engagement?
- What strategies or initiatives has the chapter implemented to enhance member engagement and participation in fraternity activities, events, and leadership roles?
- What strategies can Sigma Phi Epsilon implement to maximize participation and donations in our philanthropy events, ensuring the chapter reaches its fundraising goals?
- How can Sigma Phi Epsilon improve communication and awareness among chapter members about upcoming philanthropy and community service events to ensure greater involvement and participation?
- How have the recent philanthropic events and fundraising efforts impacted the chapter's connection with the community and contributed to the overall mission of the fraternity?
- What examples of collaborations or partnerships with other organizations or campus departments have enhanced the chapter's community service efforts and fostered a shared purpose and collaboration within the fraternity?
- How can we further enhance and expand our academic and intellectual advancement initiatives to continue improving the chapter's GPA and academic culture?
- What additional strategies and resources can we implement to strengthen our mental wellness support system and ensure all members feel comfortable seeking help when needed?
- How can we diversify and innovate our programming to cater to our members' diverse interests and needs while maintaining a balanced schedule that allows for academic success and personal growth?
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### **Best Practices**

- Utilizing a values-based recruitment approach and the Balanced Man Program (BMP) to develop members into "Balanced Men" with leadership abilities, benevolence, and a purpose in life.
- Conducting executive board transitions with proper training and goal-setting, ensuring effective communication, transparency, and collaboration among members.
- Implementing an alum engagement initiative and utilizing a volunteer chapter counselor to strengthen connections and support.
- Reviving philanthropic events, partnering with local organizations, and organizing fundraising activities to raise funds for various causes.
- Implementing programs and resources to support academic success, mental wellness, and personal growth, such as workshops, guest speakers, specialized tutoring, and mentorship.
- Improving the chapter house by adding amenities and furniture, implementing accountability measures for damages, and promoting sustainability and green initiatives within the chapter.