

Sigma Phi Delta

Accreditation Report

2023-2024

Leadership & Member Development

- In order to cultivate development outside of the scheduled new member education, Sigma Phi Delta relied on a strategy where four new members are grouped with one older brother with the same major to foster support and connection with new members.
- The chapter provided new members with professional workshops ranging across preparing resumes and cover letters, career prep, interviewing, and goal setting from brothers and alumni who possess expertise in specific areas.
- Sigma Phi Delta has taken initiative to grow in their DEI initiatives through bringing in various campus organizations such as The Hillel Society, Lehigh Lions and the Diversity Peer Educators to provide educational workshops for members. The chapter has also taken the initiative to gather their demographics to intentionally build initiatives and programming around their brothers identities.
- The current DEI officer has completed the Online Diversity and Inclusion Training from the Office of Multicultural Affairs and the chapter has written this training to be mandatory for each brother who assumes this position in the future.
- The chapter has taken advantage of leadership development opportunities provided to them from their HQ. Over the summer the chapter president and four other members attended Sigma Phi Delta's General Convention where they were able to meet members of the supreme council and network with other chapters.
- 73% of the chapter members are involved in other campus organizations and they were able to articulate how their campus involvement enhances the Beta Kappa chapter. Some of these organizations include orientation leaders, capstone membership and freshmen mentorship.
- Sigma Phi Delta has created more effective officer transitions through the implementation of a "living transition document" that is required to be updated throughout each officer's term and reviewed with the incoming officer.

Chapter Development Questions for 2024-2025:

- It is a great goal that the chapter is planning to implement that all members complete the Online Diversity and Inclusion Training, how will the chapter hold members accountable to this expectation?

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

Organizational Operations

- Sigma Phi Delta reviews their governing bylaws on a regular basis in order to reflect the current state of the chapter.
- Sigma Phi Delta is transparent in sharing how chapter member dollars are being spent and are also cognizant of remaining in budget when spending on recruitment or brotherhood events. However, the chapter has had some challenges with the collection of dues. In order to remedy this, the chapter is promoting payment plans, scholarship opportunities such as the Student Opportunity Fund and making revisions to the chapter's meal plans. Sigma Phi Delta also hopes to incorporate an "angel fund" funded by alumni to assist members who need help meeting financial obligations of membership.

- Each semester the chapter consistently educates their members around risk prevention aligning with Lehigh Student Code of Conduct, the Medical Amnesty Policy and FSL expectations and policies.
- The Member Wellness Committee serves as the chapter's judicial body, ensuring adherence to bylaws. Minor infractions are addressed through individual meetings with the chapter's chaplain, while more serious cases undergo a formal judicial review process.
- In addition to the Executive Board, Sigma Phi Delta is organized through four committees overseeing the operations of the chapter - The Brotherhood Board, Fundraising Committee, Professional Board and Social Board.
- The chapter holds weekly meetings to share updates and upcoming events with members. Leadership maintains a regularly updated calendar. Sigma Phi Delta utilizes Discord for ongoing communication with members, facilitating regular interactions and alumni engagement.
- The chapter integrates professional events into their recruitment process to demonstrate the organization's mission and vision, emphasizing the value of professionalism to potential new members.

Chapter Development Questions for 2024-2025:

- The chapter promotes opportunities like the Student Opportunity Fund to assist members in paying for their dues, but the panelists wonder what other financial assistance opportunities can Sigma Phi Delta promote or create?
- What are other ways to implement a sustainable "Angel Fund" for members who are in need of financial assistance outside of relying on alumni dollars?
- Can Sigma Phi Delta review their budget and expenses to find a way to lower the cost of dues in order to provide a more accessible experience?

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

Community Service & Engagement

- Sigma Phi Delta actively engages their alumni through a variety of capacities. Members are encouraged to engage regularly with alumni either casually or professionally through Discord. The chapter keeps alumni informed and involved through regular newsletters, The Castle, which provides updates on chapter activities and member accomplishments. Additionally, an alumni Q&A session on financial planning was organized for members during the fall semester.
- Per the chapter's 2023 Accreditation Report, Sigma Phi Delta has increased their service requirement to eight hours per semester.
- The chapter has participated in various Lehigh and CSO sponsored service events such as Spooktacular, Hawk-a-thon, Relay for Life, Homework Club.
- Sigma Phi Delta, while not affiliated with a national philanthropy, collaborates with other FSL chapters to support various causes. For instance, they raised \$253 for CASA through the "Snow Cones for CASA" event with Kappa Alpha Theta. Additionally, they collaborated with Alpha Gamma Delta to raise \$400 for Feeding America.
- The chapter has participated with other service opportunities in the Lehigh Valley through assisting the West Bethlehem Emergency Food Pantry restock their supplies, packing care packages with Lily's Hope Foundation, and volunteering to set up and break down Monocacy Farms Project's farmers market.
- Members are provided opportunities to reflect on their service experiences at chapter meetings and share their takeaways with brothers through weekly discussions.

- Sigma Phi Delta was awarded “Fraternity of the Year” at Fraternity and Sorority Life’s 2024 annual Leadership Awards.

Chapter Development Questions for 2024-2025:

- While the chapter is doing excellent service work, is there a way to create an intentional service plan tailored around brothers interests?
- Is there any opportunity for the chapter to partner with a local organization and create a local philanthropy based on brothers interests?

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 eighth out of ten IFC fraternities in the fall 2023 semester with a GPA of 3.25, an increase of 0.07 from the spring 2023 semester. The 3.25 GPA placed the chapter below the All Greek, All, IFC, and All Fraternity averages.
- Sigma Phi Delta was ranked seventh out of ten chapters in the spring 2024 semester with a GPA of 3.29, an increase of 0.04 from the fall 2023 semester. The 3.29 GPA placed the chapter below all Greek, all Fraternity, and all IFC GPA’s.
- Sigma Phi Delta’s fall 2023 new member class GPA was 3.22 ranking fourth out eight IFC chapters conducting fall recruitment
- Sigma Phi Delta’s spring 2024 new member class GPA was 3.24 ranking second out of ten IFC chapters conducting spring recruitment.
- Sigma Phi Delta had 35.6% of the chapter on the Dean’s List in the fall 2023 semester and 37.8% on the Dean’s List in the spring 2024 semester.
- Sigma Phi Delta has made significant strides in increasing their incentives for celebrating brothers academic achievements. These include the allocation of House Points, hosting a formal dinner for brothers who have made Dean’s List, providing brothers the opportunity to be academic mentors, and awarding plaques to brothers who have achieved a 4.0.
- For brothers who are not performing well academically, there is a plan in place to support these members through regular check-ins, social probation and outlining expectations early on.
- The chapter utilizes the expertise of a member who is a trained Career Intern at The Center for Career and Professional Development to facilitate workshops regarding professional development as well as relaying information regarding career readiness events offered through CCPD.
- In order to foster professional development opportunities for members, Sigma Phi Delta hosts “intra-fraternity professional initiatives” where the chapter holds multiple presentations around resume building, interviewing, and applying for internships.

Chapter Development Questions for 2023-2024:

- How can Sigma Phi Delta utilize on campus resources to enhance their plans assisting members who are academically falling behind?
- How can the chapter use campus resources to enhance their intra-fraternity professional initiatives?

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 area damages during the 2023-2024 academic year.
- Sigma Phi Delta had no issues with openings or closings during the 2023-2024 academic year.
- Sigma Phi Delta had no major or minor life safety violations during the 2023-2024 academic year.
- Sigma Phi Delta has been an exemplary chapter at Lehigh University and has consistently had great communication, ideas, and attendance in House Manager meetings. The chapter is forward thinking with house projects. The only issue currently is that the chapter was under the 90% required occupancy for the house for both the fall and spring semesters.
- Sigma Phi Delta utilizes the Eco-Reps to educate members on ways they can incorporate sustainable practices. Following Eco-Rep presentations, the chapter sets goals and brainstorms new ways to move towards being eco-friendly.
- The chapter has implemented solar powered lights on their back patio and hosts an annual clothing donation drive.

Chapter Development Questions for 2024-2025:

- What are ways Sigma Phi Delta can actively work to ensure they are meeting capacity standards?

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

Overall Rating

Overall, Sigma Phi Delta has been rated an Accredited chapter by the 2023-2024 Accreditation committee.

The brothers of Sigma Phi Delta exemplify a commitment to fostering a safe, caring experience for their members and extending this outward into the FSL community. The fraternity actively seeks to improve by incorporating constructive feedback into actionable goals, leading to notable growth. This is evident in their increased service hours, intentional recruitment practices, and tailored workshops and programs addressing current chapter needs. Sigma Phi Delta's mission and values are central to their activities and presentation, as demonstrated during their accreditation process. The chapter's primary area for improvement is financial management. Re-evaluating their budget and considering the creation of a sustainable "angel fund" could help more members afford their dues. However, Sigma Phi Delta excels in member development through offering intentional programming based on member feedback. Sigma Phi Delta has shown to be dedicated to bettering the community through various service opportunities. The brothers are encouraged to find what service opportunities resonate with them and build an intentional service plan around their passions. Overall, Sigma Phi Delta has done excellent work this year in creating an inclusive and welcoming environment for both their members and the FSL community.

The Accreditation committee assigns Sigma Phi Delta an overall rating of Accredited, chapter 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

- The chapter promotes opportunities like the Student Opportunity Fund to assist members in paying for their dues, but the panelists wonder what other financial assistance opportunities can Sigma Phi Delta promote or create?

- What are other ways to implement a sustainable “Angel Fund” for members who are in need of financial assistance outside of relying on alumni dollars?
- Can Sigma Phi Delta review their budget and expenses to find a way to lower the cost of dues in order to provide a more accessible experience?
- While the chapter is doing excellent service work, is there a way to create an intentional service plan tailored around brothers interests?
- Is there any opportunity for the chapter to partner with a local organization and create a local philanthropy based on brothers interests?
- How can Sigma Phi Delta utilize on campus resources to enhance their plans assisting members who are academically falling behind?
- How can the chapter use campus resources to enhance their intra-fraternity professional initiatives?
- It is a great goal that the chapter is planning to implement that all members complete the Online Diversity and Inclusion Training, how will the chapter hold members accountable to this expectation?
- What are ways Sigma Phi Delta can actively work to ensure they are meeting capacity standards?

Best Practices

- Sigma Phi Delta’s “living transition document” to assist incoming officers in their new roles is considered a best practice.
- The use of campus resources such as Sigma Phi Delta’s usage of the Office of Multicultural Affairs Online Diversity and Inclusion Training to assist their DEI officer in creating meaningful and intentional education with diversity, equity and inclusion initiatives that are aligned with Lehigh University.
- Sigma Phi Delta’s usage of Discord to engage with fellow members and keep relationships active with alumni is considered a best practice.