

Sigma Phi Epsilon

Accreditation Report

2023-2024

Leadership & Member Development

- Sigma Phi Epsilon attended the Carlson Leadership Academy in New Jersey bringing regional chapters together for networking and preparing officers for their new roles.
- The Balanced Man Program (BMP) is a required HQ membership development initiative that Sigma Phi Epsilon chapters participate in. The BMP integrates the organization's values into four courses or stages that brothers will work on throughout their time as a brother. The four stages are "Sigma" "Phi" "Epsilon" and "Brother Mentor." Each stage consists of different challenges building on the previous in order to emulate the "Balanced Man" of Sigma Phi Epsilon.
- New members follow the "Sigma" challenge that is designed for new members to become accustomed with the chapter. The program takes new members through academic and professional development.
- The "Phi" challenge is the next phase where brothers are provided challenges around how to apply their skills to the chapter and the greater community. This stage focuses on professionalism, life skills, and campus involvement.
- The "Epsilon" challenge focuses on brothers preparing to take the next steps in their careers post Lehigh. These challenges encourage brothers to become mentors to younger members and professional development challenges.
- The final stage, the "Brother Mentor Challenge" encourages brothers to remain involved in their SigEp brotherhood and provides opportunities to give back as an alumni.
- The chapter is unable to share reflections on how the BMP impacts their learning as members. The chapter is encouraged to reflect on how they can best use the BMP structure to meet the needs of their membership and the member's commitment to and understanding of Sigma Phi Epsilon's purpose.
- While the Balanced Man Program is an excellent example of support coming from the inter/national office, the chapter has not implemented its own leadership or member development programming.
- Sigma Phi Epsilon utilizes the Balanced Man Scholarship, which is a HQ initiative, to assist with their selection of potential new members. Through this, potential brothers were educated about the BMP scholarship program and educated what the chapter portrays to be a "balanced man."
- The chapter does have a DEI position created, however the chapter did not participate in the overall development of members around the aspects of diversity, equity and inclusion. Sigma Phi Epsilon intended to have two DEI centered workshops in the spring semester, however that was put to a halt due to the interim suspension of the chapter for hazing allegations.

Chapter Development Questions for 2024-2025:

- What does intentional DEI programming look like for member development?
- How can the chapter build reflection work into their Balanced Man Program?
- What Lehigh University resources can the chapter bring in to elevate the Balanced Man Program?

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

Organizational Operations

- Sigma Phi Epsilon had an organized and structured officer transition. From November to the beginning of the spring semester, outgoing officers transition incoming officers through meetings. In the beginning of the spring semester the chapter held an executive transitional retreat facilitated by the chapter advisor.
- The executive board hosts open meetings for all brothers to come and share ideas and feedback with current officers.
- Sigma Phi Epsilon relies on their chapter advisor and headquarters to support and guide the chapter as well as meeting with their FSL advisor regularly to ensure the chapter is participating in community initiatives.
- The chapter is working towards creating their first set of PA Epsilon bylaws in order to promote membership accountability. This will need to be a priority of their 2024-25 academic year.
- There is intentional budgeting within the chapter in order to keep dues as affordable as possible for members. Payment plans are available to members as well as a breakdown of the budget that is shared with members and their parents.
- The chapter spoke about implementing values-based recruitment but is unable to articulate what values-based recruitment looks like in Sigma Phi Epsilon or how they are implementing it.

Chapter Development Questions for 2024-2025:

- What DEI initiatives can be put in place to enhance the chapter's growth?
- What are ways the chapter can utilize their standards system to create an atmosphere of accountability?
- Sigma Phi Epsilon seems concerned with recruiting new members to meet occupancy standards, what are ways the chapter can promote values-based recruitment?
- What are ways Sigma Phi Epsilon can consistently educate its members on the Lehigh University Code of Conduct and Fraternity and Sorority Life's policies?

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

Community Service & Engagement

- The chapter partnered with Alpha Gamma Delta and Theta Chi to host their annual Color Run raising money towards The Hispanic Center of the Lehigh Valley raising a total of \$1,175.00.
- Sigma Phi Epsilon participated in Lehigh University sponsored service events such as Hawk-a-Thon and tabling at Relay for Life.
- The chapter facilitated a March Madness bracket challenge where members paid \$10 to enter the bracket. The winner received a \$25 Amazon gift card and put the \$260 proceeds towards a charity of their choice.
- Sigma Phi Epsilon engaged with service initiatives facilitated by the CSO such as snack bag donations and Spooktacular.
- During the holiday season Sigma Phi Epsilon hosted a chapter-wide Christmas card workshop for soldiers during which brothers wrote cards to soldiers overseas and thanking them for their service. The chapter delivered 40 cards to support the Deployed Troops Foundation.
- The chapter hosted their third annual Golf Outing with alumni, mixing current brothers with alumni. Following the outing, alumni are invited back to the chapter house for dinner.
- Sigma Phi Epsilon does not have a required service hour minimum requirement for members.
- The panel would like to see the chapter approach community service and philanthropy work with more intentionality but seeking out longer-standing partnerships and implementing opportunities for members to learn about their philanthropic partners and meaningfully reflect on their service work.

- The chapter did not have any events or relationship with chapters from the Cultural Greek Council or other organizations supporting marginalized identities.

Chapter Development Questions for 2024-2025:

- What does a meaningful service plan look like for the brothers of Sigma Phi Epsilon?
- How can Sigma Phi Epsilon hold brothers accountable for participating in service initiatives?
- How can Sigma Phi Epsilon support and collaborate with other organizations outside of the Panhellenic Council and Interfraternity Council?
- How can Sigma Phi Epsilon build intentional reflection into their service plans?
- What does a long-term, service partnership look like with a local organization in the Lehigh Valley?

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 sixth out of ten IFC fraternities in the fall 2023 semester with a GPA of 3.27, a decrease of 0.07 from the spring 2023 semester. The 3.27 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Sigma Phi Epsilon was ranked fifth out of ten in the spring 2024 semester with a GPA of 3.37, an increase of 0.10 from the fall 2023 semester. The 3.37 GPA placed the chapter above the All IFC and All Fraternity GPAs and below the All Greek GPA.
- Sigma Phi Epsilon's fall 2023 new member class GPA was 2.75 ranking third out of eight IFC chapters conducting fall recruitment.
- Sigma Phi Epsilon's spring 2024 new member class GPA was 3.21 ranking third out of ten IFC chapters conducting spring recruitment.
- Sigma Phi Epsilon had 32.7% of the chapter on the Dean's List in the fall 2023 semester and 37.9% on the Dean's List in the spring 2024 semester.
- Sigma Phi Epsilon facilitates the "SigEp Learning Community" curriculum focusing on professional development, personal development/emotional wellbeing, and "back to basics." Some of the workshops provided to members include a resume workshop, study habits workshop, a visit from LUPD's therapy dogs, and workshops from BTS (Break the Silence) and PHA (Peer Health Advisors) some of which was put to a halt due to the interim suspension of the chapter due to alleged hazing.
- Sigma Phi Epsilon awards new members who embody academic excellence, strong leadership skills, and commitment to their well-being through the Balanced Man Scholarship.
- A LinkedIn group serves as a way for current brothers to network and connect with alumni for assistance with resume building and job searching.

Chapter Development Questions for 2023-2024:

- How can Sigma Phi Epsilon implement a supporting academic achievement program for members who are falling below the GPA?
- How can Sigma Phi Epsilon utilize Lehigh University resources to enhance academic success?
- How can Sigma Phi Epsilon utilize what brothers are learning in the classroom and tie it into member development strategies?

- How can Sigma Phi Epsilon strategize how to use their faculty advisor?
- What can Sigma Phi Epsilon do to secure a staff advisor?

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

Facilities Management

- Sigma Phi Epsilon had no common area damages for the 2023-2024 academic year.
- Sigma Phi Epsilon had no issues with openings or closings for the 2023-2024 academic year.
- Sigma Phi Epsilon had one instance of a major life safety violation where covered emergency lights were found by LUPD.
- Sigma Phi Epsilon had one minor life safety violation where a 6 pack of beer was set on fire in the fireplace.
- Sigma Phi Epsilon has failed to meet their occupancy obligation for the second semester in a row with 67% occupancy in the fall 2023 semester and 74% in the spring 2024 semester.
- Sigma Phi Epsilon has begun to create initiatives around sustainability for the house through the creation of a rotating schedule of dishwashing to eliminate the use of plastic and styrofoam.
- Sigma Phi Epsilon's Sustainability Chair shares resources around sustainability with the chapter and has created incentives to encourage the members to use reusable water bottles to enter the drawing for a gift card as well as educational Kahoots.

Chapter Development Questions for 2024-2025:

- How can Sigma Phi Epsilon hold members accountable to respect the chapter facility?
- What education and resources can the chapter implement to create a sense of community and respect within the facility?
- What can Sigma Phi Epsilon do to enhance their sustainability efforts?

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

Overall Rating

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

Sigma Phi Epsilon operates effectively and fosters membership development through their Balanced Man Program provided through HQ. Supported by national programming and guidance from their chapter counselor and FSL advisor, the chapter has a solid foundation for successful membership development and organizational operations that are not being fully implemented. There is significant potential for growth in these initiatives to elevate the chapter further. Sigma Phi Epsilon should not only rely on the Balanced Man Program provided, but they are encouraged to look beyond what HQ provides and look to build in Lehigh specific resources that align with the current needs of members. Improvement is needed in community service and engagement opportunities. By implementing a well-defined service plan, the brothers of Sigma Phi Epsilon can make a greater impact on Lehigh's campus and in the Bethlehem community. One major challenge is enhancing academic development for members. Sigma Phi Epsilon should utilize campus resources and find ways to integrate academics with brotherhood activities meaningfully. Another area of growth for Sigma Phi Epsilon is connecting the values to the initiatives of the chapter. The final focus of growth for Sigma Phi Epsilon is their dedication to diversity, equity and inclusion initiatives. It seems as if the chapter is aware of the obligations around this education for members, but

they do not seem to be intentional about creating space for this in their membership development. There seems to be a misalignment with what was prioritized during the 2023-24 academic year and the past successes of the chapter. The committee would like to see Sigma Phi Epsilon hit reset on membership expectations, recommit to resources for members to be successful in their leadership and academics, and to approach the upcoming academic year with intentionality. With increased accountability and dedication to chapter growth, Sigma Phi Epsilon can achieve accredited status in the future.

The Accreditation committee assigns Sigma Phi Epsilon an overall rating of Unaccredited, chapter 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.

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- What can Sigma Phi Epsilon do to secure a staff advisor?
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Best Practices

- Open executive board meetings where members can share concerns and new ideas with executive officers is considered to be a best practice.