

Leadership & Member Development

- Sigma Phi Epsilon faced challenges with an alleged merger with the formerly recognized Chi Psi chapter. This raised alarm bells and red flags with FSL staff who immediately took action to collaborate with Sigma Phi Epsilon advisors and headquarters staff. This was the catalyst for a membership review of the chapter conducted by headquarters where members who did not align with organizational values were removed.
- New Member Education offers a well-rounded experience that combines education on chapter and organizational history to instill the values of Sigma Phi Epsilon, professional development through goal-setting exercises and LinkedIn and resume-building workshops, academic support via Big Brother study hours, and opportunities for physical wellness through weight lifting classes and basketball games.
- The Executive Board had the opportunity to attend the Carlson Leadership Academy where chapter leaders were able to develop their leadership skills and learn new opportunities for growth within their specific positions.
- 99% of members are involved in other campus organizations outside of Sigma Phi Epsilon.
- The chapter created some movement in their diversity, equity, and inclusion initiatives this year. The chapter hosted Gender Leadership and Empowerment for a workshop around creating gender inclusive spaces and language in Greek life, a Microaggressions and Active Listening workshop, Unconscious Bias, Conflict Management, and an Inclusive Language Guide with SPEAK.
- Sigma Phi Epsilon provides spaces for members to come together and bond. This is done through music listening nights, movie nights, flag football games and knockout basketball games.

Chapter Development Questions for 2025-2026:

- How can Sigma Phi Epsilon ensure that its targeted recruitment efforts are thoughtful, purposeful, and part of a broader, more holistic approach to diversity, equity, and inclusion?
- How will Sigma Phi Epsilon foster and strengthen membership morale following the challenges the chapter has experienced over the past year?
- How can Sigma Phi Epsilon provide membership development opportunities outside of just workshops?
- How can Sigma Phi Epsilon utilize Lehigh University resources to facilitate workshops and membership development especially around DEI?

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

Organizational Operations

- In Sigma Phi Epsilon's accreditation report as well as presentation, it was noted that the chapter had spent six weeks educating members on Lehigh University Student Code of Conduct. However, when Panelists asked members to share what they had learned, no one was able to provide a response. This raised concerns of the effectiveness of the educational efforts.

- The chapter has a smooth and efficient transition plan where the chapter's alumni advisor hosts an Executive Board Transition Retreat where outgoing officers educate incoming officers on their duties and responsibilities.
- The chapter, the Executive Board, and the Standards Board, which includes members from each grade level, meet on a weekly basis.
- 92% of Sigma Phi Epsilon members are in good financial standing.
- The chapter is debt-free, current on all federal and state filings, and was recognized for its financial responsibility at the Carlson Leadership Academy. Budget management is a collaborative effort between the VP of Finance and Alumni Financial Advisor, with biannual reviews to ensure balanced finances and affordable national dues.
- Sigma Phi Epsilon's recruitment practices came under scrutiny this year after informing FSL staff that a recently terminated chapter had assisted with their efforts. While the chapter emphasized its use of values-based recruitment—conducting interviews led by the Executive Board and Alumni Advisor to assess alignment with the Balanced Man ideal—panelists expressed concern over the sharp increase in new members, from 11 in 2024 to 31 in 2025.

Chapter Development Questions for 2025-2026:

- What steps will Sigma Phi Epsilon take to educate its members on Lehigh and FSL policies?
- What steps will Sigma Phi Epsilon take to effectively leverage their Standards Board to foster a culture of accountability and uphold chapter values among members?
- How will Sigma Phi Epsilon sustain and build upon its recruitment momentum while independently attracting new members without support from other organizations?

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

Community Service & Engagement

- This year the chapter has implemented 6 required service hours per member. The hours are tracked through a Google spreadsheet and the chapter has written this requirement into their bylaws to enforce member accountability.
- Sigma Phi Epsilon has made contributions to the Lehigh Valley Hispanic Center where brothers regularly volunteer as well as hosted their annual Color Run with Phi Sigma Chi Multicultural Fraternity Inc., Alpha Gamma Delta, and Zeta Tau Alpha. With over 70 participants, the event was able to raise over \$1,000.
- Sigma Phi Epsilon encountered challenges this year in its partnership with the Bethlehem Emergency Shelter, primarily due to lapses in proactive communication with the shelter coordinator and unmet expectations by new members during a scheduled lead dinner. As a result, the shelter declined the chapter's request to host two additional events. In response, the chapter took responsibility by issuing a formal apology, donating food to the shelter, and organizing a volunteer expectations workshop to better prepare members for future service opportunities.
- Sigma Phi Epsilon has taken advantage of service opportunities provided by Lehigh University. Some of these events include participating in CSO's Spooktacular and Spring Fling events. The chapter also participated in Lehigh's annual Relay for Life.
- Sigma Phi Epsilon has actively collaborated with organizations across the Fraternity and Sorority Life community to support meaningful causes. Notable partnerships include co-hosting a Day of Sustainability with Alpha Phi, organizing a donut fundraiser with Phi Sigma Chi Multicultural Fraternity

Inc. to benefit the Hispanic Center, and teaming up with Gamma Phi Beta for a cornhole tournament to raise funds for cancer treatment.

- Sigma Phi Epsilon is particularly proud of their Greek Shabbat event which brought 130 participants across Panhellenic, IFC and CGC organizations which fostered a space for students to learn more about the Jewish community on campus.

Chapter Development Questions for 2025-2026:

- How can Sigma Phi Epsilon ensure the use of respectful and appropriate language when referring to the communities they serve? For example, using person-first and current terminology such as “unhoused” instead of “homeless” demonstrates greater sensitivity and awareness.
- What does a meaningful and intentional service plan look like for Sigma Phi Epsilon that ties into the values of the organization?
- How can Sigma Phi Epsilon educate its members on the difference between philanthropy and service?
- How can Sigma Phi Epsilon rebuild trust and strengthen its relationship with community and university partners following concerns surrounding the alleged merger with Chi Psi?

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 ninth out of ten IFC Fraternities in the Fall 2024 semester with a GPA of 3.23, a decrease of 0.14 from the Spring 2024 semester. The 3.23 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Sigma Phi Epsilon was ranked eighth out of nine in the Spring 2025 semester with a GPA of 3.29, an increase 0.06 from the Fall 2024 semester. The 3.29 GPA placed the chapter below the All Greek, All IFC, and All Fraternity averages.
- Sigma Phi Epsilon's Fall 2024 new member class GPA was 2.73 ranking third out of three IFC Fraternities conducting fall recruitment.
- Sigma Phi Epsilon's Spring 2025 new member class GPA was 3.32, ranking fourth out of nine chapters conducting Spring recruitment.
- Sigma Phi Epsilon had 36.8% of the chapter on the Dean's List in the Fall 2024 semester and 29.4% on the Dean's List in the Spring 2025 semester.
- Members who fall below a 3.0 GPA are connected with the Center for Academic Success for tutoring services and helpful study habits. Members who fall below a 2.7 are required to meet with the VP of the Sigma Phi Epsilon Learning community to devise an individualized action plan and could face suspension.
- The chapter has collaborated with Alpha Gamma Delta to provide a study break for members. Brothers were able to study with the sisters of Alpha Gamma Delta and were able to collaborate with others who were in similar classes and majors.
- To promote academic excellence and positive reinforcement, the chapter hosts a celebratory dinner for members who make the Dean's List, presents a gift card to the brother with the most improved GPA, and awards the 'Dr. Seuss Award' to the member with the highest GPA.

Chapter Development Questions for 2024-2025:

- How can Sigma Phi Epsilon promote intellectual curiosity outside of IMG and membership in clubs on campus?
- How can Sigma Phi Epsilon utilize resources on campus to prepare rising sophomores, who will comprise the majority of membership in 2025-26, for their academic year?

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

Facilities Management

- Sigma Phi Epsilon had significant major damages to the house during the spring 2025 semester. Five doors were broken and one was completely split in half. Three members of Sigma Phi Epsilon came forward and took accountability, however not all damages were taken accountability for therefore costing the fraternity \$6,500 in damages. Sigma Phi Epsilon did not report the damages to Housing Services properly.
- During the fall 2024 semester there was a crack found in the window outside of the kitchen entrance of the house.
- Sigma Phi Epsilon had no issues during openings and closings during the 2024-2025 academic year.
- Sigma Phi Epsilon had been struggling with meeting occupancy standards and was significantly close to losing privileges of occupying a house on the hill, however after assistance from Housing Services and recruiting new members in the fall semester, the chapter was able to meet occupancy requirements and are anticipated to meet occupancy standards next semester.
- The chapter has implemented chores for members to complete every Sunday in order to keep the facility tidy. A \$25 fine is imposed if the chore is not completed.

Chapter Development Questions for 2025-2026:

- What proactive measures can Sigma Phi Epsilon implement to foster a culture of respect and accountability in the chapter house?
- How can Sigma Phi Epsilon develop a strategic plan to consistently meet or exceed chapter house occupancy standards?

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 Accredited chapter by the 2024-2025 Accreditation committee.

Sigma Phi Epsilon faced a particularly challenging year after receiving a score of Unaccredited in their 2023-24 accreditation process. The academic year began with difficulties in meeting house occupancy requirements, compounded by a controversial decision to collaborate with a closed fraternity for recruitment support—an action that appeared misaligned with the chapter's core values. Challenges persisted into the spring semester, as several members failed to uphold the principles of the Balanced Man ideal. This was reflected in significant damage to the chapter house and a lack of follow-through on commitments made to community partners through service initiatives. The year concluded with a membership review conducted by headquarters, following a suspension of chapter operations also imposed by headquarters.

Despite these challenges, Sigma Phi Epsilon should be commended for its continued progress in several key operational areas, including effective officer transitions, organized chapter management, efficient financial practices, and active utilization of available support and resources. The chapter has also sustained meaningful traditions, such as the annual Color Run, which consistently sees strong participation. Additionally, recent improvements to new member education and the introduction of a standard for service hours per member are positive steps toward long-term growth and accountability. However, the chapter still faces significant challenges in areas critical to its long-term success. Specifically, fostering consistent member accountability, developing a sustainable recruitment strategy, and fully engaging the broader membership. While chapter leadership has demonstrated a clear commitment to the success and future of Sigma Phi Epsilon at Lehigh, it remains uncertain whether the full membership shares that commitment or is simply going through the motions.

Despite the significant challenges faced this year, Sigma Phi Epsilon achieved accredited status. However, it is important to note that this designation was narrowly attained. This accomplishment was largely due to the unwavering dedication of the chapter's leadership, combined with strong support from both headquarters and the AVC. Looking ahead, the chapter must recognize that maintaining accredited status, and ultimately returning to a level of excellence, will require full commitment from all members. Sustained progress can only be achieved through a unified effort to uphold the values and standards set forth by both the organization and the university.

The Accreditation committee assigns Sigma Phi Epsilon 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

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Best Practices

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