

## 2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

### Chapter:

**Sigma Phi Delta**

### Assistant Director:

**Andrew Dorriere**

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### Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

**Exceptional [3]** - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

\*remarkable commitment to chapter and community purpose, mission and values

**Above Average [2]** - commendable demonstration of chapter operations and membership engagement in the area of evaluation

\*outstanding commitment to chapter and community purpose, mission and values

**Average [1]** - standard demonstration of chapter operations and membership engagement in the area of evaluation

\*acceptable commitment to chapter and community purpose, mission and values

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### 2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

*Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.*

**List any chapter provided supplemental materials.**

N/A

**Demonstrated effort toward prioritization of membership engagement & accountability.**

*Examples could include but are not limited to*

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

**Chapter's demonstrated description and justification.**

This semester certainly was unprecedented in the school's history, but also one that affected our fraternity as well. Not being able to meet routinely each week in person was expected to hinder our progress as an organization and we would not be able to accomplish our goals as a brotherhood. Distance away from each other would make brotherhood interaction much more limited and the only means of connection would be virtual events. Although this is difficult, we have done our best as an organization to make sure the spirit of brotherhood was not lost and members of our organization remained engaged and accountable for their duties.

Our organization made sure to keep our members in touch with each other through virtual events and meetings. We hosted weekly meetings between different boards to make sure all positions were being held accountable for their proper responsibilities and trying to do everything possible to go above and beyond as an active member of our fraternity. Our virtual events were planned weekly, announced to the chapter and would be held via zoom at point during the week the announcement is made. One of our first events that we hosted was a chess tournament with 15 members of the fraternity taking part. We made a round robin style tournament where each member would play against each other and then had a bracket-style elimination section, which led up to a final match and eventual winner. Chess was something that many of the brothers became interested in over the Winter break, and most of them would play each other in online chess casually. The point of the tournament was to get a little bit of spirited competition with each other and chess is a great game to stimulate the brain.

A great event we had was with our alumni in the fall semester. We had a great trivia night on zoom with random trivia questions as well as some questions about the fraternity. It was great to see a great amount of alumni at the event as well as active brothers. It isn't often that alumni get to visit brothers in a normal semester, but doing a virtual event was perfect since it made it easier for alumni who would normally have to travel great distances to see us at Lehigh.

Another event we did was an online pictictionary game. Brothers hopped onto a zoom call and played through an online host called Skribbl.io and spent a couple hours engaging in conversation, enjoying the company of each other, as well as showing off our artistic abilities in our drawings. The time spent with each other

reduced a lot of the stress of the brothers. A lot of much needed laughter was made during the event, as it was our last virtual event before many brothers had their first round exams.

On the topic of exams, through our Academic Chairman, we hosted virtual study events. We wanted to make sure that brothers were feeling prepared for exams as well as getting assignments done that were due later in the week. This may have not been the most fun or thrilling event we had as brothers, but we felt it was necessary. We value our academics as an organization and want to make sure that we do the most to excel in this category. Placing an emphasis on these events was our attempt at ensuring our brothers were giving their full effort to strive for good grades.

Rush events are normally an incredible and unique experience for a normal semester since many different in person events such as bowling, dinner, or sporting events, are a great way to spend time with people who can potentially be active and dutiful members of our organization. This semester obviously put those activities to a halt and making more meaningful interactions all the more difficult. That did not stop us from finding alternatives to get a feeling of connection with people who are new to Lehigh and our organization.

We felt the best way to encourage brothers getting to know potential new members was by conducting interviews that would be hosted over zoom. Many different kinds of questions were asked including questions about basic information, like their names, hometown, and majors. As people began to feel comfortable, we were able to make good conversation and fully connect with new people. This is not the optimal way of doing things and we would certainly love to meet these people in person. But we accomplished our goal by accommodating guidelines and still had a great time.

Another way to connect brothers with potential new members during this time was by hosting virtual rush events. We would host online poker tournaments every couple of weeks. Those were great ways to meet potential new members as well as get some brothers to interact with each other in a different setting.

Overall, Sigma Phi Delta did everything it needed to do to ensure brotherhood activity throughout the year. Our virtual events were definitely our highlights and definitely the most fun we had as an organization. We were able to have great competitive tournaments and competition. There was great involvement in rush to do virtual events for the first time in our organization's history. One motto of Sigma Phi Delta is friendship and another is duty. Brothers performed their duty by being active members of this fraternity and put in a great spirit of friendship in the process.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Sigma Phi Delta joined the Interfraternity Council during an incredibly tough time because of the COVID-19 pandemic. They went above and beyond in terms of ensuring brothers felt connected through several really great virtual events such as their chess tournament and hosting events with alumni. They continued to support brothers in their academics through virtual study events and utilized the new virtual world to connect with first year students who were interested in joining a fraternity. The chapter should take time to reflect on the past year and how they can use what they have learned the past year and apply it towards the future as we move towards a more "normal" setting for Fall 2021. Overall the chapter did a fantastic job navigating the new virtual environment and acclimating themselves to the IFC community. SPD rated themselves as Exceptional in this area. The final rating assigned to SPD in this area, based on the self rating and panelist feedback is Exceptional.

**Chapter Development Questions:**

1. Are there aspects of virtual engagement the chapter could continue to use?
2. How can more of the chapter be involved in recruitment moving forward?

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## **Demonstrated effort toward dedication to educational initiatives & chapter priorities**

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*
- *Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.*
- *Chapters should be attending all necessary National/regional/area organizational meetings as required.*

### **Chapter's demonstrated description and justification.**

One of our prime objectives as an organization is to provide our members, potential new members, and the overall Lehigh community proper professional education to successfully advance students' careers and skill sets. A large part of this initiative comes with the help of other offices or organizations, who we are members of or partner with, giving us a wide range of professional skills that are not just included within our fraternity, but other places as well.

Our Fall 2020 semester included a lot of virtual events to lead this education initiative. To start this initiative, we partnered with the Professional Greek Council, a body of which we are a member of, to host an Academic Success Workshop on September 24<sup>th</sup> with the Center of Academic Success. The goal of this workshop was to provide our members and other attendees a bunch of tips on how to organize and succeed academically, even in the virtual school environment we were thrown into. The focus was around effective study habits, but also how to mindfully do schoolwork to not let it overwhelm your life. It also provided resources for tutoring if certain students are struggling with course work, and overall encouraged ways to allow students to have effective study habits and build separation between school and the rest of your life as that was blurring together with COVID-19 and the virtual campus environment.

On September 28<sup>th</sup>, we partnered with the PGC again, to lead a Searching for Internships workshop with the Career Center. The goal of this workshop was to provide those who came with the information to be able to effectively and efficiently search for internships with the format changing from in-person networking to online networking. At this event the career center gave us a presentation on what they have seen students have success with. This included reaching out on LinkedIn to alumni, using Lehigh Connects, effective resume and cover letter formats, and how to stand out in the application process as a Lehigh student. Beyond that, the career center also answered any questions people attending the event had and also showed us a ton of resources that can be found on handshake if we ever forgot any information. Overall, for the people who attended the event, which included a lot of our members, it was a super productive workshop on how to navigate the professional environment during the COVID-19 Pandemic and most took away a ton of information they did not know before about the professional resources provided by the career center.

To continue this initiative, on October 16<sup>th</sup> we partnered with the New Ventures Club and PGC again to lead a 5x10 workshop for first years about 10 Hacks to Boost your LinkedIn. The goal of this workshop was to give back to Lehigh students, but also show to our members and first year students how to effectively leverage LinkedIn. This included anywhere from getting students started with LinkedIn who didn't have one already, to even networking examples of how to reach out to your network and receive recommendations for roles you may want. It provided a ton of useful tips for students who have barely even used LinkedIn on how to utilize it not only in school, but for the entire career moving forward, giving them professional skills that will last an entire career.

For our last event in the Fall Semester, we held an Academic Planning Workshop on November 12th with PGC to allow for students, especially first year students, the resources to effectively plan for the rest of their academic career as well as give resources on how to do the credit/no credit system Lehigh implemented in the Fall. Here it was extremely useful for those who attended to take initiative in their academic career, and not rely on their advisor so they could create a plan that let them succeed the most they possibly could

academically. We provided a template to create a 4-year class plan as well for them in order to gain a visual representation. Finally, we provided a ton of tips from upperclassmen of what to do early to save you from potential struggles later on that could occur without proper planning.

As you can see, our Fall semester we were heavily involved in providing professional resources not only for our members, but other students in the Lehigh Community through our membership with PGC, succeeding early on in a primary objective of education initiatives and providing proper professional education. PGC gives us the leverage of not only our organization, but also 3 other professional organizations, so we can host better, larger and more effective events that could not be done without the added leaderships and skill sets provided in that organization. While it may seem like we are relying on them, we were an active part in planning those resources with the chairman of the council being our former vice-president and having equal seating on the council. We view PGC and IFC as not mutually exclusive and PGC as a key part of our identity as a Greek organization on campus due to our current and previous professional focus, so partnering with them made a lot of sense over the course of the year and allowed for opportunities to do events we could have not done individually as an organization.

To continue, in the Spring 2021 Semester, we decided to shift focus from an external focus of professional resources to a more internal approach for our current members and new members. Here we provided personal resume reviews from our Professional Chairman and Vice-President. We also partnered with PGC leadership to do more resume reviews, tips as well as provide long-term planning resources for members and new members that went beyond professional documents and provided more of a focus on the long-term individual goals of that member, as well as a plan on how to accomplish those goals. Our Vice-President also met with each individual new member to discuss their professional goals long-term while at Lehigh, and how Sigma Phi Delta could aid in those goals to ensure that the new members feel adequately supported in their career advancement. Lastly, we also provided resources on how to be a fiscally responsible individual at chapter, such as how to set up a retirement account like an IRA and many other financial tips that could be useful for members who did not know the information previously.

We did hold one more professional event for the member organizations within PGC though on April 7<sup>th</sup> with the Baker Institute about Discovering entrepreneurship, creativity and innovation at Lehigh. The goal of this event was to connect all members who attended with Baker and inform them of the opportunities Baker provides. In the past, Sigma Phi Delta has had a strong relationship with Baker with a lot of members partaking in Eureka Pitch nights, the Hatchery, Startup Academy and Lehigh in Silicon Valley, so this event advertised those events and resources to the other member organizations as well as the members and new members who may have not been aware of what Baker offered.

Outside of everything I talked about before, we also did some random actions that also promote education initiatives and best chapter practices. For one, we pride ourselves that dues should not be a barrier to membership of Sigma Phi Delta, so no matter what situation a member may be in financially, all they have to do is talk to our Treasurer and they will work a financial plan personally without the rest of the chapter knowing. We also co-sponsor events with other organizations on campus that our members are a part of, such as the Computer Science & Business Association, in order to again widen our range of professional resources for our members. Lastly, we also have random knowledge that is shared at chapter from brothers who are aware of certain things, whether that be events that are going on or just skills that other brothers could benefit from. This really is just a continuation of our culture already of providing professional education in all facets of our organization.

As you can see with everything we listed, Sigma Phi Delta prides itself on being a champion for professional resources on campus and for our members, giving them every opportunity and resources to succeed in their career and do anything they may want professionally. We looked to be a premier professional organization before we joined IFC, and look to continue that as leadership as we transition to joining IFC. Our motto is "Pro Bono Professionis", otherwise known as "For the good of the profession". This motto provides our guiding principle of what we look to culturally promote in our members and at Lehigh as a whole, and we believe we have done an exceptional job this past year on living up to this motto, even given the added

challenges.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Sigma Phi Delta stays true to their values and identity as a fraternity and organization. It is very clear in the education that they host for members especially alongside the Professional Greek Council (PGC) which they are former members of. They utilize strong and existing partnerships with PGC, Career Center, and the Baker Institute. I would encourage the chapter to think about how they can partner more with organizations within IFC, Panhellenic, and the Cultural Greek Council and maybe even include PGC in that. They took it step further by ensuring financial access stayed a chapter priority through the pandemic which showcases a true testament to brotherhood. The chapter has been assigned a rating of Exceptional in this area based on the panelist feedback which is in alignment with the chapter's self-rating.

Chapter Development Questions:

1. How can the chapter partner with more organizations in other councils?
2. How can the chapter's distinct identity as a professional fraternity serve as an advantage?

**Demonstrated effort toward commitment to diversity, inclusion & equity**

Examples could include but are not limited to

- *75%-100% completion of the EverFi Course on DEI.*
- *Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.*
- *Evaluated by-laws and recruitment practices for potential or unintentional bias.*
- *Held conversations with chapter members and/or the executive board using guiding questions from OFSA.*
- *Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.*

**Chapter's demonstrated description and justification.**

Sigma Phi Delta worked with several off campus organizations to facilitate our own education about the world, and our place in it. We held conversations about several topics related to current events, mainly focusing on race relations in America, how to personally create more environmentally sustainable efforts, as well as election knowledge and information. In order to better understand these topics, we participated in information sessions and conversations with a Diversity Peer Educator, as well as representatives from the office of sustainability.

We recently had a conversation with a diversity peer educator, which sparked discussions throughout the fraternity. The conversation with the peer educator focused on microaggressions across race, LGBTQ people, and people with disabilities. Our original conversation was very interesting and eye opening, as we considered micro-aggressions which were not solely race based. Most of our brothers (and to be fair society as a whole) consider micro-aggressions to be focused mostly on racially motivated comments. However, there are many unintentional micro-aggressions which are unrelated to a person's race, and for instance could instead focus on their sexual identity. These kinds of realizations were incredibly important to make, both as brothers of Sigma Phi Delta, and as citizens of the world. In the words of brother Joshua Gordon, "I've thought about microaggressions as they pertain to race, but I never really thought about them outside of

that context. It's an eye-opening idea.”

We also participated in thorough education about the election, and related issues. Throughout the months leading up to November 3rd, it was honestly pretty difficult to avoid talking about the election. These conversations had to be approached with a degree of caution and empathy, as emotions across the fraternity and the country had reached a boiling point. That being said, we recognized the importance of distributing information on local voting laws, and practices and did so quite effectively. Several brothers who were familiar with Pennsylvania's voting laws and voter registration methods made themselves available to help other brothers register to vote. The Pennsylvania voter registration process is somewhat difficult to navigate, so these efforts were widely appreciated by the brotherhood. In addition, we encouraged members who were not comfortable voting in Pennsylvania to vote absentee in their own home states.

For those voting in Northampton county, which was a decent quantity of our brothers, it was also of grave importance that they educate themselves on local elections and officials. We made sure to distribute trusted information from local news sources such as The Morning Call, and debate transcripts for local officials. While many people follow national politics closely, local elections are also incredibly important and somewhat unnoticed.

We also participated in a conversation with the Eco-Rep Leadership Program. An Eco-Rep came to one of our chapter meetings, and educated us on the importance of climate action in general, as well as common sustainable practices that our members should participate in. She provided insight into different opportunities that on and off campus members can participate in. She noted the importance of recycling and made us aware of the several different recycling services off campus students have access to. It was incredibly helpful to discuss both the options for on campus students, and off campus students.

Finally, we had at least 75% of our chapter participate in the EverFi course on Diversity, equity, and inclusion. We don't have metrics on the exact number, but we know it was at least 75% of our chapter if not more (this should be verifiable). This course went over several key concepts, including allyship, institutional oppression, and intersectionality. Many of these concepts were ideas many of our members had some familiarity with, but EverFi dove into more detail and was incredibly useful to start conversations throughout the fraternity.

Our 2020-2021 academic year included many such virtual events. We partnered with PGC and the office of fellowship advising to discuss Open-Source Tools to impact sustainable development. This event focused on how you can use open source, public tools to hit the UN sustainable development goals, and how to leverage each effectively. We also had Bridges 2030 and the Jordan Ministry of Statistics come in to share their experience and thoughts surrounding the event.

This year has seen a significant expansion in terms of our partnering with outside organizations to facilitate internal education. In reaction to the recent events, such as the George Floyd killing, and the continued rise of the BLM movement, it was of the utmost importance that we educated our members on these topics among others. We entered this year squarely with these topics in mind and ensured that members with all opinions were free to share them. One of our greatest strengths as a brotherhood is our ability to put politics aside to have genuine discussions, something that is beneficial to all parties involved. We have tried to instill this growth mindset in our new members in order to continue this trend.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Sigma Phi Delta went above and beyond in this area. The chapter was able to host a holistic education within the realm of DEI. They focused on microaggressions across various identities, the 2020 election which included national and local, environmental sustainability, and the Black Lives Matter movement. The work is

not over and I would encourage the chapter to strategize how they can continue this work and integrate DEI into chapter operations or conversations. The panel was very much impressed by this area and one of the panelists noted how the chapter hosted a conversation with Diversity Peer Educators. The chapter self rated themselves as Exceptional. The panelists strongly agree with the rating of Exceptional.

Chapter Development Questions:

1. How can these conversations be a regular part of chapter education? Are there ways to embed this into NME?
2. What might the action side of DEI look like for SPD outside of educational initiatives?

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**Demonstrated effort toward ability to adapt and implement creative and innovative methods**

Examples could include but are not limited to

- *Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.*
- *Created new communication and incentive programs.*
- *Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.*

**Chapter's demonstrated description and justification.**

Over the duration of the past two semesters, Sigma Phi Delta has adapted to a virtual environment while implementing small-scale brotherhood bonding activities to mimic the environment we'd have in a normal semester. As a growing organization, we initially struggled with being able to maintain 100% member participation as members similarly struggled with their own COVID-19 related adaptations. Seemingly, we supported our brothers throughout their situations and always acted as both support and an outlet for those that needed it. Especially in a fully virtual environment, it was necessary to replicate the resources and access the organization would typically provide over the course of a semester whether that would be personally, professionally, socially, or academically.

As Lehigh University transitioned to fully online this past spring semester, Sigma Phi Delta similarly transitioned all of our functions to an online environment. This would include the now normal means of communication across the organization: GroupMe, Slack, and of course, Zoom for chapter meetings and events. As everything became fully virtual, there was easier access for brothers residing at home, brothers who just graduated, and alumni to attend chapter meetings and events; more so than the usual semester would provide as travel was no longer an obstacle.

In terms of recruitment, one of the primary focuses was to both engage PNM's while simultaneously not repeating events similar to other organizations that were recruiting. We didn't want PNM's to feel the repetitive state of a Zoom environment much like their initial college experience with classes. Our main Zoom recruitment event(s) were simply "get-to-know-you" type of events where a few brothers were placed in breakout rooms with a handful of PNM's to simply just talk. There was no other objective besides familiarizing the brothers with the PNM's on a more personal / informal level and vice-versa. Occasionally, we'd shift toward poker nights and other game-oriented events, but the bulk of our focus was on the more interpersonal side of recruitment with PNM's which we believe worked out quite well.

In terms of brotherhood, our Event Coordinator worked tirelessly to garner events that would both pique the interest of brothers but still have a somewhat silly, bonding aspect to them. These ranged from lettuce-eating competitions, to chess tournaments, to brotherhood Tinder reviews, to even a fitness seminar from one of our brother's parents. Although they may not be considered the most stereotypical events, the turnout for these events were quite substantial and many brothers hope to keep these types of events available during regular semesters to include everyone. As we move towards a less COVID-19 stressed semester, we hope to normalize these more virtual and accessible events such that the brothers can attend all the time.



In terms of the New Member Education period, a heavy emphasis was placed on brothers putting aside the most time they could to acquaint themselves with the NM's. Although an interview-esque style was implemented during recruitment, brothers utilized a slightly more in-depth interview with the NM's to keep conversations going. Alongside this, brotherhood pairings (groups essentially) were formed through our Chaplain to maintain communication and potential in-person meetings (~3 people with COVID precautions taken) should the opportunity arise. As Lehigh had moved toward interactions with only members from your own household (off-campus), the focus of NME turned toward brothers stepping up to teach NM's about themselves, the fraternity, or just Lehigh life in general. We wanted to assure NM's that although they had just joined a lifetime of brotherhood commitment, they still have plenty to learn about themselves and their college experience despite COVID-19. The long lesson posed to the NM's that despite all circumstances, their integration into the brotherhood is of the utmost importance and that our impact on their growth is just as important as their impact on the organization's growth.

In terms of the professional and academic side of the organization, it was amazing to see the growth and ability of our Professional Board to take advantage of the virtual environment. As both a social and professional-oriented organization, Sigma Phi Delta was able to partner with the Professional Greak Coalition to host events for first-year students, upper-classmen, as well as PNM's to bolster their professional character moving through a COVID-era experience. For both NM's and brothers as of recently, the adaptability of the professional-side of the fraternity was plentiful as members were given the tools, resources, and connections to further their professional aspirations for this coming summer as well as for the future. Through alumni, work connections, and in general, the professional help, NM's were able to develop in their professionalism as well as learn the skills necessary to essentially sell their candidacy and showcase their individuality.

As a whole, Sigma Phi Delta expanded its capabilities as both an organization and as an outlet for brothers that struggled through COVID-19. Transitioning from normalcy to a COVID-19 era was difficult nonetheless for us alongside most organizations. However, we believe that many members stepped up to incorporate unique, meaningful changes to the organization, not just the Executive Board. Brothers went above and beyond to ensure that the organization stayed true to our values while simultaneously making every effort for members to feel included and involved while being physically apart for so long. Even NM's were pivotal in the activity of Sigma Phi Delta as their eagerness to learn and be a part of our community encouraged brothers to stay involved and teach that of what they learned in previous semesters. Overall, we are proud to say that our members stayed hopeful during these past semesters and continually wanted to impact the fraternity in the best ways possible.

***Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]***

Exceptional

***OFSA & panelist feedback to chapter for this evaluation area.***

Sigma Phi Delta adapted strongly and quickly during a time of great unknown. As a chapter, they utilized the tools given to them while being creative on their own. They were committed to ensuring members stayed engaged and tried to create some form of "normalcy" while being in a completely virtual environment which is not easy to do at times. They were committed to a virtual recruitment and new member process as well. I am impressed at how thoughtful they tried to be to ensure both current and new members had a fun time while offering unique events. One panelist mentioned, "they were committed to trying out of the box brotherhood events." It will be important for the chapter to think about how they will transition back to a "normal" year while still providing the flexibility of a virtual environment. SPD did a great job in this area. While they rated themselves as Above Average, the panelists would agree that they have earned an Exceptional rating in this area.

Chapter Development Questions:

1. Will the chapter continue to utilize means of virtual engagement in the future?

2. What might the transition for the chapter look like more back to in person?

**Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members**

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*
- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*
- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

**Chapter's demonstrated description and justification.**

Sigma Phi Delta recognizes the value of our new members' education both as brothers, students, and community members. We pride ourselves in knowing that our brothers are educated, committed, and will bring value in order to meet the basic requirements to even join an organization with which high ideals are inculcated.

To foster a better understanding of the values of our brotherhood, all new members are required to learn the history, as well as many quotations we hold dear. Thanks to our Nationals organization we moved virtually all exams and learning onto an online platform to further allow New Members to educate themselves as to what it means to join Sigma Phi Delta - in hopes of them gaining a common knowledge that all other brothers have attained. Through these online interactive sessions New Members learn the history of fraternities as well as are quizzed at the end to make sure these members are actively participating in learning about our Fraternity. Learning about our fraternity gives new members a glimpse into who we are, what we mean, and what we stand for: important aspects we hold each brother too.

As a tradition, Sigma Phi Delta members are encouraged to interview (get to know) current brothers to foster friendships and brotherhood. Normally, these informal conversations occur in person, but to encourage virtual interaction, in times such as these, interviews have occurred through Zoom. These Zoom interactions allowed New Members to get to know brotherhoods on a personal one on one level, if they so choose. Through conducting these interviews on zoom, New Members also got to know Alumni as well as brothers who were not in the area. Since previously these conversations only happened in person, having them on zoom allowed Alumni/Brothers from across the country to participate and get to know these New Members. These interviews have also allowed brothers to get to know other brothers that they may not have met due to conditions created by the current Global Pandemic. Thus, Zoom has allowed us to further reach out and allow our New Members to join and get to know more members in our brotherhood.

The Academic education of New Members as well as brothers is incredibly important to Sigma Phi Delta. To foster education and furthermore studying for classes, Sigma Phi Delta holds required study hours for which new members and brothers are encouraged to attend. Prior to current times, all brothers and new members would use a room in a building and study at "study tables" - to encourage both brothers and new members to collaborate and get help from older brothers on subjects with which they were struggling. Now Study tables occur on Zoom where breakout rooms are created and led by brothers on subjects new members are struggling with. Admittedly before the use of Zoom "Study tables", we were much less effective and these gatherings were much less attended. Overall, now through using Zoom, all the way from new brothers to Alumni, are able to focus on their studies and join rooms without the distractions of others talking about completely different topics; in order to receive help in classes, life, or just talk to someone to relieve stress.

To encourage new members as well as allow older members to learn more about how the brotherhood functions, more specifically how each department/boards operate internally, they were encouraged to attend weekly board meetings. In these board meetings brothers discuss relevant topics pertinent to that week as well as conduct long term planning in terms of financial aspects, brotherhood bounding, or ironically new member education. Attending these meetings allows for New Members to learn the ropes of certain positions as well as investigate what each position does - as an onboarding process to understanding the positions of the brotherhood. New members were also encouraged to attend an executive board meeting, to understand how each chapter lead contributes and manages their responsibilities. Attending board meetings allows new members to further understand the role and position as well as get an idea and learn how to contribute to the brotherhood.

Finally during initial and final initiations ceremonies (joining the brotherhood), we did our best to communicate with nationals to best move forward on a solution that could be conducted online through Zoom. Moving our ceremonies to a somewhat virtual context was difficult in terms of replicating functions that are difficult to perform online, nevertheless zoom allowed us to bond and establish these new members into our brotherhood. Zoom, with many other functions listed prior, allowed members who normally had to attend in person to be able to witness and participate in events, specifically some brothers who have never been able to see these ceremonies live due to the current pandemic and previous regulations.

Welcoming and Educating new members as well as fostering a brotherhood is a difficult endeavor, let alone when in a global pandemic. However pivoting and reengineering the activities conducted by previous brothers, new activities created to foster bonding, and the work put in by many in this brotherhood have allowed for the successful onboarding of our new members and integration of those before them: With an education into our history as well as actual academics, through bonding in different activities, through crash course board meetings where new members learned the function of positions, to changing the way we approach and run our meetings to meet current COVID-19 regulations, we have gone above and beyond to inculcate in our members our ideals and establish a tight knit brotherhood.

**Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]**

Exceptional

**OFSA & panelist feedback to chapter for this evaluation area.**

Sigma Phi Delta showed their commitment to educating and integrating their new members into the brotherhood. They adapted swiftly and worked closely with their national organization to ensure a smooth transition to the online format which is not always easy to do. Keeping new members engaged and ensuring they meet the brothers in the chapter was clearly a top priority for them. One panelist was blown away by some aspects as they wrote, "their interviews were impressively coordinated and well done." One thing that the chapter should consider is ensuring all members, but especially new members, are integrated back to more in person operations and keeping those connections that were made virtually through zoom. The chapter self rated themselves as Exceptional in this area and that is what they have been assigned as the panelists agree with that rating.

Chapter Development Questions:

1. Are there aspects of virtual NME that could be utilized moving forward?
2. How might DEI be able to be a part of NME to showcase the importance of it moving forward?

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**Chapter SWOT Analysis**

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.  
*This section will not directly impact the overall evaluation rating.*

Chapter's provided response in text boxes below:

<p><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>● Professional resources and identity</li> <li>● Large current membership</li> <li>● Relationships with other organizations on campus</li> <li>● Relationships with offices on campus</li> <li>● Extensive Programming Experience</li> </ul>	<p><b>Weaknesses:</b></p> <ul style="list-style-type: none"> <li>● Smaller Alumni network</li> <li>● First year with IFC guidelines and procedures</li> <li>● Relatively new organization on campus</li> <li>● Currently do not have a chapter house</li> </ul>
<p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>● Add an individual philanthropy event to our campus involvement</li> <li>● Obtain a chapter house on Lehigh's campus</li> <li>● Obtain full IFC membership</li> </ul>	<p><b>Threats:</b></p> <ul style="list-style-type: none"> <li>● Lack of "normal" semester experience within younger membership</li> <li>● Large amount of graduating seniors</li> </ul>

***OFSA & panelist feedback to chapter for the SWOT Analysis.***

Sigma Phi Delta did a great job in their SWOT Analysis and the panel would agree. One panelist wrote, "they did an excellent job addressing their weaknesses and threats, which is laudable, given that most chapters focus on their strengths or opportunities." The chapter's identity as a professional fraternity is a real strength and can set them apart from other IFC organizations while bringing something new to the community. I would encourage the chapter to think about how some of their weaknesses or threats can be seen as opportunities. For example, while a large number of seniors are graduating this will give the chapter the opportunity to potentially have strong alumni engagement who can support the chapter in a new and different way. Sigma Phi Delta, despite the challenges of the past year, is setting themselves up for success and this SWOT analysis proves that.

**Concluding Summary**

***Overall evaluation rating. [Exceptional, Above Average, and Average]***

Exceptional

***OFSA concluding summary.***

Sigma Phi Delta, while still being new to the IFC community and overall Lehigh community, has set themselves apart in an impressive way. The chapter has continually met and tackled each challenge that has come their way and that shines through in their Year End Report and their presentation. The panel was very impressed and stated in their feedback that they did a "fabulous job" and that they look forward to seeing more from them. SPD worked hard this past year in each and every category and has earned their rating of Exceptional from the AD and panelists. Their focus on all chapter priorities and initiatives while balancing the adaptation to a virtual environment has shown the high level of drive and passion they possess. While there is still much unknown about the future, it is clear SPD will continue to rise up to each opportunity and

challenge they might face.