

Sigma Phi Epsilon New Member Education Plan Fall 2025

PURPOSE:

Sigma Phi Epsilon's New Member Education program is based on our national fraternity's mission of "Building Balanced Men," where balanced men are defined by four ideals: gentleman, athlete, leader, and scholar. We believe that by adhering to our NME plan and working as a unified, supportive brotherhood, all new members will espouse high moral character, understand the importance of living a healthy lifestyle, seek out and assume leadership roles and become better students. In addition, it is our ultimate goal that all new men of Sigma Phi Epsilon will become active and contributing members to this chapter.

EXPECTATIONS:

What are the expectations of chapter leadership, general members, and of new members?

Upon conclusion of SigEp's NME, all new members will:

- Understand why it is essential to focus on continuous development
- Fully understand the Balanced Man Program and what encompasses each challenge
- Be knowledgeable of the history of both the National Fraternity and the local chapter
- Be introduced to our Cardinal Principles and begin to understand how to exhibit these principles
- Develop meaningful relationships with members of the chapter
- Further transfer into college life at Lehigh
- Complete their transfer into the fraternity

This will be accomplished by all members:

- Living according to our cardinal principles of virtue, diligence and brotherly love in order to set a good example for New Members
- Working in conjunction with New Member Educators in helping new members transition into Greek Life
- Signing and abiding by the anti-hazing policy of Lehigh University
- Adhering to University, state, and federal laws regarding alcohol usage
- Taking part in a one-on-one conversation with all new members in an effort to unite the new class with the upperclassmen
- Teaching chapter history and traditions
- Participating in the events and projects coordinated by new members
- Respecting the plans and policies outlined in this plan

To facilitate an effective NME program, executive board members and chapter leadership will:

- Ensure active and consistent contribution by all chapter members to the NME process
- Monitor and facilitate interaction between chapter members and new members
- Holding New Member Educators and all chapter members responsible for taking responsible action to prevent any action that is not on par with SigEp or Lehigh's standards

STATEMENT ON HAZING:

We will abide by all regulations of our national headquarters regarding hazing as follows:

The GRAND CHAPTER OF SIGMA PHI EPSILON FRATERNITY and the NATIONAL BOARD OF DIRECTORS, pursuant to its responsibilities between meetings of the GRAND CHAPTER, are clearly on record as being opposed to hazing in any form or degree in SIGMA PHI EPSILON.

ARTICLE I, SECTION 4, of the Grand Chapter Bylaws states, *“Any pre-initiation activity shall be of a constructive nature in accordance with the purposes and objectives of the Fraternity, and all forms of hazing and those activities commonly associated with ‘Hell Week’ are prohibited.”*

Pursuant to a resolution adopted at the 1975 Grand Chapter Conclave, all undergraduate chapters of SIGMA PHI EPSILON FRATERNITY are required to review this Bylaw at the beginning of the academic year and to adopt a motion supporting this policy.

As dictated by the Balanced Man Program of SigEp, to which this chapter adheres, the New Member Education period (known to us as the Sigma Challenge) is the first step in a continuous education process. By nature, the program is non-hazing and encourages an atmosphere of continual member development during a member's undergraduate years.

In addition, all members of Sigma Phi Epsilon are expected to and will follow all university, state, and federal laws governing alcohol use. In no manner whatsoever will New Members of SigEp be forced to drink alcohol. Any brother who is found to go against this policy will be disciplined accordingly and will be barred from further participation and interaction with the Sigma Challenge.

RESOURCES:

The contact information (name, phone number, email) of the following people should be provided to new members in the new member education plan:

President: Joe Fanelli

- Email: jof227@lehigh.edu

- Phone: 631-568-3511

Vice President of Member Development: JP Maher

- Email: jlm327@lehigh.edu

- Phone: 203-428-7131

New Member Educator: JP Maher

- Email: jlm327@lehigh.edu
- Phone: 203-428-7131

Risk Manager: Zack Kaufman

- Email: zak327@lehigh.edu
- Phone: (862)-308-8351

Lehigh University Fraternity and Sorority Life

- Email: infrasor@lehigh.edu
- Phone: 610-758-4157

Assistant Director, Fraternity and Sorority Life: Sara Runyon

- Email: skd421@lehigh.edu
- Phone: 610-758-4157

- Hazing Reporting Form:

https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15

SigEp Penn Epsilon Chapter Counselor: John Haisley

- Email: johndhaisley@yahoo.com
- Phone: 917-405-1641

SigEp AVC President: Frank Ogura

- Email: ogura.frank@gmail.com
- Phone 908-463-2764

Sigma Phi Epsilon Fraternity National Headquarters

- Phone: 804-353-1901
- Contact SigEp:
https://sigep.org/about/who-we-are/headquarters-staff/contact-us/?_ga=2.78407123.692994512.1735330361-1106692309.1730487901&_gac=1.122849785.1734573962.CjwKCAiAgoq7BhBxEiwAVcW0LOOuOZwo_9etQJEuWjdFmyhi-3SULadvGemdVqCaF9-rMMJwxRJF8BoC9sIQAvD_BwE
- SigEp Crisis Hotline: 1-800-767-1901

To Report Hazing:

If a new member feels as though they have been hazed or have witnessed the hazing of another and wishes to report the incident, they should use the following outlets:

- **Vice President of Member Development or President:** Speak to a chapter executive and the team will work with the new member to resolve the incident. If however, no resolution is achieved, the new member should use the resources listed below.

- **Lehigh University Office of Student Conduct & Community Expectations:** The Office of Student Conduct & Community Expectations has a confidential online form on their website:
https://cm.maxient.com/reportingform.php?LehighUniv&layout_id=15 or they can be reached by phone at 610-758-4362. They also have a website designated for hazing prevention:
<https://studentaffairs.lehigh.edu/hazing-prevention>

- **Anti-Hazing Hotline:** The national anti-hazing hotline can be reached toll free at all hours at: **1-888-NOT-HAZE** (1-888-668-4293)

- **SigmaPhiEpsilonCrisisHotline:** (1-800-767-1901)

Gentleman

Athlete

Scholar

Leader

October 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1	2 Yom Kippur	3	4
5	6	7	8	9	10	11

12	13 Columbus Day	14	15	16	17	18
19	20 Initiation (6-7)	21	22 Knockout Basketball Tournament (5-6:30)	23 Community Service Event (6-8)	24	25
26 Chapter Meeting 5-6 New member presentation	27 Goal Setting Module (12-2)	28	29 History Of Our Chapter (6-8)	30 Big Brother Study Hours (7-9:30)	31 Halloween	1

November 2025						
Sunday	Monday	Tuesday	Wednes day	Thursday	Friday	Saturday
26	27	28	29	30	31	1
2 Chapter Meeting 5-6	3 Big Brother Study Hours (7-9:30)	4 Election Day	5	6 History Of Our Chapter(6-8)	7	8

November 2025						
9 Chapter Meeting 5-6	10 Brotherhood 3v3 Basketball Tournament (6-8:30)	11 Veterans Day	12 Resume Builder Module (6-8)	13	14	15
16 Chapter Meeting 5-6	17 History Of Our Chapter (6-8) Sigma Conclusion (8:00-9:00)	18	19	20	21	22
23	24	25	26	27 Thanksgiving	28	29
30	1	2	3	4	5	6

Week 1

- Knockout Basketball Tournament (Sigma Phi Epsilon Chapter House Parking Lot)**

The Brotherhood Knockout Basketball Tournament is always one of the most exciting and memorable events of the year, bringing together brothers of all ages in a laid-back but competitive atmosphere that everyone can enjoy. The game itself is simple—line up at the free-throw line, take your shot, and if you miss, you're out until there's only one person left standing. But what makes this tournament special isn't just the competition; it's the laughter on the sidelines, the lighthearted trash talk, and the sense of camaraderie that comes from sharing the court together. For new members, it's an easy and fun way to get involved, break the ice with the older guys, and start forming the bonds that will carry through their time

in the fraternity. Even if you're not much of a basketball player, the energy of the event, the playful spirit, and the chance to be part of a tradition make it something everyone looks forward to. At the end of the day, it's less about who wins and more about strengthening connections, creating memories, and celebrating the brotherhood in a way that's simple, genuine, and a whole lot of fun.

- **Community Service Event (Sigma Phi Epsilon Chapter House)**

Our fraternity takes pride in giving back, and this year we're excited to host a community service project alongside groups like New Bethany and Shabbat. The day will bring together both new members and brothers as we roll up our sleeves to lend a hand—whether that's helping with food drives, assisting at shelters, or pitching in wherever we're needed most. It's more than just volunteer work; it's a chance to connect with each other, build friendships, and share an experience rooted in service. For new members, it's an especially meaningful way to get involved and see firsthand how our brotherhood lives out its values. By coming together for this effort, we not only live up to Sigma Phi Epsilon's commitment to service and leadership, but we also create a positive impact in the community around us—one act of helping at a time.

Week 2

- **Chapter Meeting - New Member Presentation (Sigma Phi Epsilon Chapter House)**

The new member presentation held during chapter meetings is a significant tradition within our fraternity, offering an opportunity for incoming brothers to formally introduce themselves and share their personal journeys with the chapter. During this presentation, each new member reflects on their upbringing, the formative experiences that have influenced their character, and the values and aspirations that guide them today. They also speak to the reasons they chose to join Sigma Phi Epsilon and what they hope to gain and contribute as part of the brotherhood. This process not only allows members to become better acquainted with one another on a more meaningful level but also reinforces the strength and unity of the fraternity by highlighting the diverse backgrounds and perspectives each individual brings. For new members, it serves as both a moment of reflection and a declaration of their commitment, while for the chapter as a whole, it is a reminder that the fraternity's shared identity is enriched by the unique stories and contributions of every brother. Through these presentations, the bonds of brotherhood are deepened, and the chapter's collective identity is strengthened in a way that honors both individual growth and communal tradition.

- **Goal Setting Module (Sigma Phi Epsilon Chapter House)**

The Goal Setting Module for new members is designed as an engaging and purposeful program that encourages brothers to reflect on their individual aspirations while also contributing to the broader success of the chapter. During this module, participants will take part in several structured activities intended to foster clarity, focus, and accountability. One of the highlights will be the creation of a "Vision Board," where new members curate images and words that symbolize their academic, professional, and personal goals, producing a visual representation of what they hope to accomplish during their time at Lehigh and in the fraternity. In addition, the SMART Goal framework will be introduced, guiding members through the process of defining goals that are specific, measurable, achievable, relevant, and time-bound, ensuring that larger ambitions can be broken down into realistic steps. A group discussion will then provide the opportunity for brothers to share their objectives, exchange encouragement, and identify ways the chapter can serve as a source of support and accountability. To conclude, each new member will draft a personalized Action Plan outlining key milestones and strategies to maintain focus throughout the semester. Collectively, these exercises not only serve to strengthen individual commitment to growth but also reinforce collaboration, accountability, and the shared vision that lies at the heart of the fraternity's continued success.

- **History Of Our Chapter (Sigma Phi Epsilon Chapter House)**

As an essential part of their path toward full membership, new brothers will take part in a session devoted to the rich history and enduring legacy of the Lehigh chapter of Sigma Phi Epsilon. This program is intended to provide a meaningful understanding of the chapter's origins, the principles upon which it was founded, and the pivotal milestones that have marked its growth over the years. From the early days of its establishment to moments of challenge and accomplishment that have shaped its trajectory, new members will gain insight into the remarkable efforts of the brothers who built and sustained the chapter's reputation. They will also be introduced to the customs, traditions, and rituals that continue to unite generations of SigEp men, preserving the spirit of brotherhood that defines our chapter. By studying this history, new members will come to appreciate the dedication and vision of those who came before them, while also recognizing their own responsibility in carrying the chapter forward. This reflection not only instills a sense of pride and belonging but also impresses upon each brother the importance of contributing to the fraternity's ongoing legacy of leadership, scholarship, and service.

- **Big Brother Study Hours (Sigma Phi Epsilon Chapter House)**

Big Brother Study Hours is an academic mentorship program within the fraternity designed to promote both scholarly achievement and personal connection. During these scheduled sessions, upperclassmen who share the same major as new members volunteer their time to provide guidance, tutoring, and support with challenging coursework. The initiative pairs new brothers with more experienced members who can not only offer academic assistance but also share practical advice on navigating their field of study and balancing the demands of college life. By fostering collaboration in a structured, supportive setting, the program allows older brothers to pass down study techniques, academic strategies, and firsthand insights that contribute to success both in and out of the classroom. For new members, it represents an invaluable opportunity to strengthen relationships within the fraternity while building confidence in their academic abilities. For the chapter as a whole, it underscores the importance of brotherhood as a foundation for mutual growth, with both mentors and mentees benefiting from the shared pursuit of excellence.

Week 3

- **Chapter Meeting (Sigma Phi Epsilon Chapter House)**

Our chapter meetings are a genuine tradition where brothers come together not just to reflect on what has shaped us, but to discuss openly what lies ahead. We share our backgrounds and what motivates us, give our reasons for joining Sigma Phi Epsilon, and discuss how each of us hopes to contribute to the brotherhood. These conversations help us connect on a fundamental level and highlight the diversity that makes our chapter strong. Additionally, we use these meetings to review upcoming events, check in on what's planned, and brainstorm ways to improve them. By being honest about where we can improve as a chapter, we maintain our bonds and ensure our sense of unity remains strong, always striving for growth both as individuals and as a group.

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- **Brotherhood 3v3 Basketball Tournament (Sigma Phi Epsilon Chapter House Parking Lot)**

The Brotherhood 3v3 Basketball Tournament is a spirited event designed to strengthen bonds within the fraternity while placing particular importance on welcoming and involving new members. This tournament offers an engaging opportunity for brothers of all skill levels to come together in a setting that emphasizes camaraderie as much as competition. Through fast-paced yet friendly games, new members are able to interact with older brothers, showcase their abilities, and build relationships beyond the everyday routine of fraternity life. The true focus of the event lies in teamwork, sportsmanship, and the shared experience of participating alongside one another in a relaxed and enjoyable atmosphere. By fostering collaboration and encouraging lighthearted competition, the tournament reinforces the core values of brotherhood and unity that define Sigma Phi Epsilon. For new members, it serves as an avenue to feel more fully integrated into the chapter, form lasting connections, and take part in a tradition that highlights the fraternity's commitment to fellowship and collective growth.

- **Resume Builder Module (Sigma Phi Epsilon Chapter House)**

The Resume Builder Module is a professional development session designed to equip new members with the tools necessary to craft a strong and competitive resume. Led by a representative from Lehigh's Career Center, this workshop provides tailored instruction on presenting skills, experiences, and achievements in a manner that captures the attention of prospective employers. Participants will gain an understanding of effective formatting practices, strategies for adapting resumes to specific industries, and methods for highlighting extracurricular involvement, internships, and leadership roles. With expert guidance and individualized support, new members will emerge from the session with a refined,

professional resume that accurately reflects their qualifications and positions them for success in the job market. Beyond resume preparation, this module reinforces the fraternity's commitment to fostering the personal and professional growth of its members, ensuring that each brother is well-prepared to pursue future career opportunities with confidence.

Week 5

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