

Sigma Phi Epsilon New Member Education Plan Spring 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: infrisor@lehigh.edu
- Phone: 610-758-4157

Assistant Director, Fraternity and Sorority Life: Julianna Dougherty

- Email: jud322@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 Penn Epsilon Chapter Success Coordinator: Brandon Marinelarena

- Email: brandon.marinelarena@sigep.net
- Phone 804-441-3844

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-rMMJwxRJF8BoC9sIOAvD_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

January 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1 New Year's Day	2	3	4
5	6	7	8	9	10	11

12	13	14	15	16	17	18
19	20 Martin Luther King Jr. Day	21	22	23	24	25
26	27	28	29	30 Initiation	31	1

February 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	1 Leadership Module (1-3)
2 Chapter Meeting 5-6 New member presentation	3 Big Brother Study Hours (7-9:30)	4 History Of Our Chapter (6-8)	5	6 Chapter/Trust Building Activity (6-8)	7 Knockout Basketball Tournament (5-6:30)	8

February 2025

9 Chapter Meeting 5-6 New member presentation	10 History Of Our Chapter (6-8)	11	12 Big Brother Study Hours (7-9:30)	13 Community Service Event (6-8)	14 Brotherhood Ice Skating (5-6:30)	15 Goal Setting Module (12-2)
16 Chapter Meeting 5-6 New member presentation	17 Presidents Day	18 LinkedIn Module (6-8)	19	20 SigEp National History (6-8)	21 Big Brother Study Hours (7-9:30)	22 Brotherhood Flag Football (5-6:30)
23 Chapter Meeting 5-6 New member presentation	24 Big Brother Study Hours (7-9:30)	25 SigEp National History (6-8)	26 Community Service Event (6-8)	27 Resume Builder Module (6-8)	28	1

March 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
23	24	25	26	27	28	1

March 2025						
2 Chapter Meeting 5-6 New member presentation	3 SigEp National History (6-8)	4 Big Brother Study Hours (7-9:30)	5 Diversity, Equity, and Inclusion Module (6-8)	6 Brotherhood 3v3 Basketball Tournament (6-8:30) Sigma Conclusion (8:30-9:30)	7	8
9	10	11	12	13	14	15
16	17 St. Patrick's Day	18	19	20	21	22
23	24	25	26	27	28	1

Week 1

- **Leadership Module (Sigma Phi Epsilon Chapter House)**

Description: This leadership module is designed to provide new members with a comprehensive introduction to the core principles and practices of effective leadership within the organization. It combines foundational leadership concepts with practical insights from a former president, who reflects on their own journey and the challenges faced during their time in leadership. Through their firsthand experience, new members will gain valuable perspectives on navigating the complexities of leading teams, fostering collaboration, and making tough decisions. The module covers essential topics such as vision-setting, building trust, conflict resolution, and effective communication, emphasizing the importance of adaptability and resilience. Former president Ash Neimann will present personal anecdotes to help bring these principles to life, offering real-world examples of both successes and setbacks. By the end of the session, new members will not only understand the key responsibilities and expectations of leadership but will also feel inspired and equipped to take on their own leadership roles within the

organization. This module sets the stage for a supportive community where emerging leaders are encouraged to develop their skills, ask questions, and grow both personally and professionally.

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

During the chapter meeting, the new member presentation offers a chance for incoming brothers to introduce themselves and share their personal backgrounds with the fraternity. Each new member speaks about where they grew up, key moments in their lives that have shaped their values and goals, and the reasons they chose to join the fraternity. This presentation not only allows members to get to know each other better but also strengthens the bonds of brotherhood by celebrating the diverse experiences and perspectives each new member brings. It's a time to reflect on the journey that has led them to this point and to express their excitement about becoming part of the fraternity's ongoing story. By sharing these personal details, new members contribute to building a stronger, more united fraternity, where each individual's unique path adds depth to the collective identity of the group.

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

Big Brother Study Hours is a program within the fraternity designed to foster academic success and mentorship. During these designated study sessions, older brothers who are studying the same major as the new members volunteer their time to tutor and guide them through challenging coursework. This initiative pairs new members with experienced brothers who can offer not only academic support but also valuable advice on how to succeed in the specific field of study. The program encourages collaboration and creates a supportive environment where older brothers can share their knowledge, study strategies, and personal insights. It's an opportunity for new members to build stronger relationships within the fraternity while also improving their academic performance. By participating in Big Brother Study Hours, both new and older brothers benefit from the shared learning experience, reinforcing the values of brotherhood and mutual support.

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

As part of their journey into becoming full members of the fraternity, new brothers will have the opportunity to dive into the history and legacy of the Lehigh chapter of Sigma Phi Epsilon. This session is designed to give them a deep understanding of where the chapter began, the values it was built on, and the important milestones that have defined its path over the years. From its founding to key moments of growth and success, new members will hear about the brothers who helped shape the chapter into what it is today. They'll also learn about the traditions and rituals that have been passed down through generations, which help maintain the strong bond of brotherhood that defines Sigma Phi Epsilon at Lehigh. By reflecting on the chapter's past achievements and challenges, new members will not only appreciate the hard work and dedication of those who came before them but also feel inspired to contribute to the chapter's future. This history lesson helps cultivate a sense of pride and ownership, reminding each brother of the larger role they play in maintaining and strengthening the fraternity's legacy of leadership, scholarship, and service.

- **Chapter/Trust Building Activity (Sigma Phi Epsilon Chapter House)**

To kick off their journey into brotherhood, new members of Sigma Phi Epsilon will take part in a Chapter/Trust Building Activity that focuses on strengthening communication, teamwork, and mutual respect in a safe and supportive environment. The session will include several engaging exercises, such as Group Jenga, where members work together to carefully remove blocks from a tower, promoting collaboration and strategic thinking under pressure. In The Human Knot, brothers will stand in a circle, grab hands with two different people across from them, and work together to untangle the knot without letting go, emphasizing teamwork and patience. Another activity, Two Truths and a Lie, will give members the chance to learn more about each other in a fun and lighthearted way by sharing two true facts and one false statement, while others guess which is the lie. Additionally, the group will participate in Collaborative Problem-Solving Challenges, where members are given puzzles or scenarios to work through together, encouraging creative thinking and open communication. These exercises are designed to build trust, break down barriers, and foster a sense of unity among new members, ensuring a supportive and connected brotherhood as they move forward.

Week 2

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

The Brotherhood Knockout Basketball Tournament is one of the most fun and energetic events in our fraternity, and it's a perfect opportunity for new members to get involved. The format is simple: players line up and take turns shooting free throws, with each miss meaning you're out of the game. The last person standing wins, but the real goal is to build camaraderie, have fun, and connect with brothers. For the new members, it's a chance to bond with both the older guys and each other in a relaxed, no-pressure setting. It's not just about basketball; it's about teamwork, friendly competition, and sharing a few laughs along the way. Whether you're a basketball pro or just there for the fun of it, the tournament brings everyone together and helps create lasting memories. At the end of the day, it's about building brotherhood, strengthening connections, and having a good time with the guys you'll be sharing experiences with throughout your time in the fraternity.

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

In the second week, new members will have the opportunity to share their experiences from their first semester at Lehigh during the New Member Presentation. This is a chance for brothers to reflect on how college life has impacted them so far—what they've learned, the challenges they've faced, and the accomplishments they're proud of. New members will talk about their academic journey, any extracurricular activities they've joined, and how they've begun to navigate life on campus. It's also an opportunity to reflect on personal growth and how being at Lehigh has shaped their perspectives, both in and out of the classroom. This presentation fosters connection among new brothers as they share their unique experiences, while also allowing the group to offer support and advice as everyone continues to adjust and grow. It's a meaningful way to see how each new member is settling into college life and beginning to contribute to the fraternity's values and community.

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

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

Big Brother Study Hours is a program within the fraternity designed to foster academic success and mentorship. During these designated study sessions, older brothers who are studying the same major as the new members volunteer their time to tutor and guide them through challenging coursework. This initiative pairs new members with experienced brothers who can offer not only academic support but also valuable advice on how to succeed in the specific field of study. The program encourages collaboration and creates a supportive environment where older brothers can share their knowledge, study strategies, and personal insights. It's an opportunity for new members to build stronger relationships within the fraternity while also improving their academic performance. By participating in Big Brother Study Hours, both new and older brothers benefit from the shared learning experience, reinforcing the values of brotherhood and mutual support.

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

Our fraternity is committed to giving back to the community, and as part of that commitment, we'll be organizing a community service event in collaboration with organizations like New Bethany or Shabbat. This event will involve both new members and brothers working together to support those in need, whether through assisting with food drives, organizing events, or offering hands-on help at local shelters. By volunteering, we aim to make a positive impact while also building stronger bonds within the fraternity. It's a great opportunity for new members to get involved, give back, and connect with brothers in a meaningful way. This service initiative not only reinforces Sigma Phi Epsilon's values of leadership and service but also helps us strengthen our ties with the local community, making a difference one project at a time.

Week 3

- **Brotherhood Ice Skating (Steel Ice Center)**

The Brotherhood Ice Skating event at the Steel Ice Center will be a great opportunity for all brothers, especially new members, to bond and have some fun together. This event is designed to bring everyone—old and new brothers—together for a relaxed, yet exciting activity. Whether you're an experienced skater or just lacing up for the first time, it's all about enjoying the experience and building connections. For new members, it's a perfect chance to get to know the older brothers in a casual setting, share some laughs, and create memories that will last throughout your time in the fraternity. The event is less about skating skills and more about strengthening the brotherhood and making everyone feel more connected to one another. It's a fun way to break the ice (pun intended!) and reinforce the friendships and support that make our chapter so special.

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

The Goal Setting Module for new members will involve a variety of interactive exercises designed to help brothers think about their personal and collective goals. One activity will be the "Vision Board", where new members will cut out images and words that represent their aspirations—whether academic, professional, or personal—and assemble them into a visual reminder of what they want to achieve during their time at Lehigh and within the fraternity. Another exercise, SMART Goal Setting, will guide brothers in creating specific, measurable, achievable, relevant, and time-bound goals, helping them break down larger ambitions into manageable steps. We'll also do a Group Discussion where everyone shares their goals and discusses how we can support each other in achieving them, creating a sense of shared purpose within the chapter. Finally, each new member will create a Personal Action Plan, identifying key milestones and strategies to keep them on track throughout the semester. These exercises will not only help new brothers get clear on their individual goals but also encourage accountability, collaboration, and a deeper commitment to their personal growth and the chapter's success.

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

In the third week of their membership, new brothers will have the chance to share their personal goals for their time at Lehigh and their journey within Sigma Phi Epsilon. This meeting gives each new member a moment to reflect on what they hope to achieve both academically and personally, as well as how they want to grow through their involvement in the fraternity. Whether it's aiming for leadership positions, getting more involved in community service, or building lasting connections, this presentation allows new members to articulate their vision for the future. Sharing these goals not only helps them set a clear path forward but also creates an opportunity for support and guidance from their brothers. It's a chance to inspire each other, stay accountable, and lay the foundation for a fulfilling experience at Lehigh and within Sigma Phi Epsilon.

- **LinkedIn Module (Sigma Phi Epsilon Chapter House)**

The LinkedIn Module for new members is focused on helping brothers establish a strong professional presence online to support their future career goals. During the session, new members will receive guidance on creating and refining their LinkedIn profiles, learning how to showcase their academic

achievements, extracurricular activities, and any relevant work or volunteer experiences. The module will cover key strategies for writing an engaging headline and summary, highlighting skills, and making their profiles stand out to potential employers or connections. Additionally, members will be introduced to the power of LinkedIn for networking, including how to connect with alumni, expand their professional circle, and explore career opportunities. By the end of the module, new members will have a fully optimized LinkedIn profile and a clear understanding of how to use the platform to enhance their career prospects and stay engaged with the fraternity's alumni network.

- **SigEp National History (Sigma Phi Epsilon Chapter House)**

The SigEp National History session for new members at Lehigh is designed to give them a deeper understanding of the fraternity's roots and values. During this session, new brothers will learn about the founding of Sigma Phi Epsilon, its growth across the country, and the core principles that continue to shape the fraternity today. This includes exploring the fraternity's unique approach to brotherhood and personal development, like the Balanced Man Program, which emphasizes growth in academics, leadership, and life skills. New members will hear about key moments in SigEp's history, from its early days to its impact on college campuses across the nation. Understanding this history will help new brothers feel more connected to the larger SigEp community, and inspire them to carry forward the legacy of leadership, integrity, and balanced living within their own chapter at Lehigh.

Week 4

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

Big Brother Study Hours is a program within the fraternity designed to foster academic success and mentorship. During these designated study sessions, older brothers who are studying the same major as the new members volunteer their time to tutor and guide them through challenging coursework. This initiative pairs new members with experienced brothers who can offer not only academic support but also valuable advice on how to succeed in the specific field of study. The program encourages collaboration and creates a supportive environment where older brothers can share their knowledge, study strategies, and personal insights. It's an opportunity for new members to build stronger relationships within the fraternity while also improving their academic performance. By participating in Big Brother Study Hours, both new and older brothers benefit from the shared learning experience, reinforcing the values of brotherhood and mutual support.

- **Brotherhood Flag Football (Sayre Park)**

The Brotherhood Flag Football event is a fun and engaging way for new members to connect with brothers in a relaxed, team-oriented setting. This friendly, non-contact game allows everyone, regardless of skill level, to participate and enjoy the camaraderie of working together as a team. For new members, it's a great opportunity to bond with older brothers, build teamwork, and create lasting memories outside of the usual fraternity setting. The event encourages friendly competition, sportsmanship, and, most importantly, brings everyone together to strengthen the brotherhood. Whether you're throwing passes, making runs, or cheering from the sidelines, Brotherhood Flag Football is a chance for new members to feel more integrated into the chapter and experience the fun and supportive atmosphere that defines Sigma Phi Epsilon.

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

In the New Member Presentation during the chapter meeting, new members will have the opportunity to share their aspirations for life after college and how they plan to leverage their time at Lehigh to achieve those goals. This session allows brothers to reflect on their future careers, personal ambitions, and the steps they intend to take to get there. New members will discuss how they plan to make the most of their academic experiences, extracurricular activities, internships, and, of course, their involvement in Sigma Phi Epsilon. By articulating their goals and the path they see for themselves, they can also gain insights and advice from older brothers who have been through similar experiences. This presentation not only

helps new members clarify their vision for the future but also reinforces the fraternity's role in supporting their personal and professional growth throughout their time at Lehigh.

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

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

The Resume Builder Module is a valuable session where a representative from Lehigh's Career Center will guide new members through the process of creating a standout resume. During this workshop, brothers will learn how to effectively highlight their skills, experiences, and accomplishments in a way that catches the attention of potential employers. The session will cover essential resume formatting, tailoring resumes for specific industries, and how to showcase extracurricular activities, internships, and leadership roles. With expert advice and hands-on assistance, new members will leave with a polished, professional resume that reflects their strengths and makes them more competitive in the job market. This module ensures that each brother is equipped with the tools and knowledge needed to present themselves in the best possible light as they begin to pursue career opportunities.

Week 5

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

In the New Member Presentation during a chapter meeting, new brothers will reflect on their journey through the new member education process and share the lessons they've learned about Sigma Phi Epsilon. This is a chance for them to express how the experience has deepened their understanding of the

fraternity's values, traditions, and the principles that define what it means to be a SigEp. They'll also discuss how these lessons will influence their time at Lehigh, from their academic pursuits to personal growth. Each new member will share how they plan to embody the fraternity's values of balanced living, leadership, and integrity moving forward, both during their time in college and beyond. The presentation allows brothers to reflect on their progress, set new intentions for their future, and reaffirm their commitment to the brotherhood, strengthening their bond with one another and reinforcing the ideals that make Sigma Phi Epsilon such a special community.

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- **Diversity Equity and Inclusion Module (Sigma Phi Epsilon Chapter House)**

The Diversity, Equity, and Inclusion (DEI) Module for new members is designed to promote understanding, respect, and inclusion within the fraternity and beyond. During this session, new brothers will explore the importance of diversity in all its forms—whether it's cultural, racial, gender, or experiential—and learn how embracing these differences strengthens the fraternity and the community. The module will be led by current DEI chair JP Maher and will cover topics such as unconscious bias, creating an inclusive environment, and how each member can actively contribute to a culture of respect and belonging. New members will engage in thoughtful discussions, activities, and reflections aimed at fostering empathy and open-mindedness. By the end of the session, brothers will have a deeper understanding of DEI principles and how they can incorporate them into their daily lives, helping to build a stronger, more inclusive brotherhood and contributing to positive change both on campus and in the world.

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

The Brotherhood 3v3 Basketball Tournament is a fun and competitive event designed to bring brothers together, with a special emphasis on including new members. This tournament provides an opportunity for new brothers to bond with older members through friendly, fast-paced basketball games. Whether you're an experienced player or just there for the fun, the focus is on teamwork, sportsmanship, and building connections within the fraternity. New members will have the chance to step up, show their skills, and get to know their brothers better in a relaxed, low-pressure environment. The event encourages collaboration and friendly competition while strengthening the sense of brotherhood that makes Sigma

Phi Epsilon unique. It's a great way for new members to feel more integrated into the chapter, forge lasting friendships, and experience the camaraderie that defines our fraternity.