

**Expectations for Excellence
2008**

Sigma Phi Epsilon

December 1, 2008

Scholarship

Individuals own their education; learning is not the property or responsibility of social groups. We approach issues with an open, critical and searching mind and engage others within and outside our organization to promote learning.

We support "real learning," which reflects the shift from memorization to conceptual understanding. Real learning is reached through exploration and information gathering, reflection, discussion, evaluation, and informed decision making. Learning requires time management, engagement with campus resources, and involvement in the larger College community of scholars.

Standard

1. We demonstrate that we respect the educational goals of each individual.

Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Sigma Phi Epsilon is based on the principle of the balanced man: sound mind and sound body. Because of this, the brothers of Sigma Phi Epsilon strive to excel in their academics each year. This upcoming year we plan to take measures to ensure that the educational goals of each brother in the chapter are respected.

-All members will submit their schedules to a fraternity wide calendar, allowing us to plan our events around the academics of the brothers. Under this system, if conflicts do arise we will know about them well in advance and be able to plan accordingly.

-Our Vice-President of Communications will be creating a brief newsletter each week that will include important dates for the upcoming week, which will allow our brothers to plan their studying times accordingly.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Over the past year we have decided that having all brothers submit their schedules to the fraternity and then attempt to schedule around all of their activities is extremely difficult, if not out right impossible. We have since switched to an online calendar system (using wiggio.com) which all brothers are expected to check on a regular basis. Brotherhood events are almost always scheduled at night, after brothers have finished class, or on the weekend. If it looks like we're going to need to schedule an event that could conflict with school work, we make sure to let brothers know well in advance. We also understand that sometimes brothers will simply have academic conflicts that they must make a priority. As long as our chapter leadership is informed of legitimate conflicts in advance, brothers with conflicts are never forced to attend an event. It is also important to note that we still obtain the schedules of our new members, since their attendance at certain events is mandatory and we therefore have to schedule in a way that respects their daily schedules.

In addition to our calendar system, our President and Vice President of Communications frequently send e-mail reminders to the entire chapter about upcoming events and matters covered during chapter. Rather than have our VP of Communications write a newsletter (as we originally planned), we have assigned this task to our Alumni Relations Chair instead. We now have a newsletter that serves a dual purpose: it informs our alumni on a monthly basis and also provides the undergraduate brothers with a summary of the past month and upcoming events.

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Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

As members of Sigma Phi Epsilon, we strive to embody the “Sound Mind” ideal, one of the integral values of the fraternity. This is one half of our idea of a “Balanced Man” (the other being the “Sound Body”). As such, academic achievement is of prime importance, and is a primary goal of all our members. As a result, a strong sense of academic support exists between our members. Our new member process is made as flexible as possible to allow each individual to meet his educational goals. To facilitate this, we will be installing certain measures for clearer communication of time conflicts and possible dates and times for events, so as to allow for members to give full attention to their individual academic goals. For instance:

-An online calendar which is accessible to all members for reading and posting. It will list dates and times for events, as well as times that would conflict with other commitments. It will be available well in advance of events, so members can plan accordingly.

-In addition, our new VP of Communications plans to create a “text-message tree” by this coming January that can be used to quickly update brothers about event times and changes.

-Finally, minutes of our weekly chapter meetings will be e-mailed to all brothers to keep everyone updated and our alumni relations chair person will continue to write a monthly newsletter that will help keep both our alumni and current brothers informed.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

2. We support real learning through advocacy of and sponsorship with College programs and offices.

Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

The Sound Mind principle of Sigma Phi Epsilon supports development of learning to its fullest.

-This year, as in previous years, we will continue to encourage our members to serve as TA's, workshop leaders, and tutors.

-The fraternity also plans to sponsor an event with a professor or academic support group around finals time in the spring to go over study skills. We will open this event to the entire campus.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

During this past year our brothers have continued to help the larger campus community by serving as teaching assistants, workshop leaders, and tutors for a variety of subjects. Additionally, we sponsored a discussion about Greek philosophy this November with the chair of the philosophy department, Professor Randall Curren. About 20 people attended the talk, which included a good mix of both brothers and other students. All of the brothers that attended agreed that Professor Curren did a great job and had taught us all some new things. We also sponsored a discussion about feminism this past May on our hall that had similar attendance.

Where do you rank now?

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5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

As students at the University of Rochester, we understand that cooperative and interactive learning is an extremely important aspect of the larger learning process. In recognition of this fact, we encourage our members to offer their talents not only to the fraternity, but especially to the University of Rochester community as well.

-Many of our members are encouraged to and do take leadership roles in academics on campus by serving as TAs and workshop leaders.

-We have and will continue to support College academic programs through interactive discussions such as our talk on sexism and feminism held this past spring semester and the Philosophy talk we hosted with Professor Curren this fall. Next spring we will be hosting a talk on Latin American culture (given by one of our Take 5 brothers) and will also be organizing another discussion with Professor Curren, probably in the middle of the fall 2009 semester.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We promote the development of educational opportunities that include the broader campus community and our members.

Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-The fraternity has a number of alumni that lead successful careers now. We may sponsor some sort of event where we have an alumni come speak about their job to students: For example, we would have a lawyer come talk about what it takes to get to law school and become a successful attorney. This event would be open to the entire campus.

-We would like to look into such workshops on job searching through the university's career center.

-Our fraternity holds an alcohol safety and awareness event every year with UHS. This year we will open this even to the entire campus so other students can have this educational opportunity.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Despite several efforts to organize an alumni employment function, we have thus far been unsuccessful. Our professional alumni are very busy and are hard pressed to get enough time off to come to Rochester to hold a talk about their job. Despite these difficulties, our efforts have not been completely fruitless. Several of our alumni have offered extensive and valuable information about their careers through our fraternity e-mail listserve. For example, one of our alumni that attended law school wrote a multi-page paper about the steps one needs to go through when applying to law school, along with many helpful tips he learned along the way. We have also scheduled our spring formal already and will be inviting our alumni to it. We hope some networking will occur at this event. Additionally, we successfully held our alcohol safety and awareness workshop this past March. This event was open to the larger campus community and provided all of the attendees with valuable information about drinking and serving alcohol responsibly.

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Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

It is important to our fraternity that we have a cohesive, cooperative, and progressive relationship with the University of Rochester community. With this in mind, we will organize interesting educational events as we have in the past that engage the U of R community.

-As in past years, with the help of UHS, we will continue to put on an Alcohol safety and awareness event, which is open to the U of R community.

-We finally plan to bring some of our alumni in, who have much experience from their professional lives, to speak at an event which would allow for the students to receive professional advice on education and career paths. We currently have an alumni reunion in the works for the end of next semester and we plan to have some of them talk about their life experiences while here.

-We have sponsored a talk with the Chair of the Philosophy Department at the U of R, Prof. Randall Curren, which was open to the U of R community. In the future, we hope to hold more interactive discussions of this sort. As mentioned above, we have a lecture about Latin American culture scheduled for next semester and Professor Curren has agreed to do another discussion with us and the larger campus community.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Community Building and Leadership

We support the university understanding of community: "The University of Rochester envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions.... Members of the University's community come from different geographical areas represent differences in ethnicities, religious beliefs, values, and points of view; they may be physically different, have different intellectual interests, or have different abilities. The University not only welcomes such differences in the members of its community but, in fulfilling its own missions and in preparing the leaders of tomorrow's world who will necessarily be operating in an equally wide-ranging environment, it actively seeks to recruit and include them in all aspects of the institution's operations." (<http://www.rochester.edu/diversity/mission.html>)

We build a strong inclusive community through relationships and partnerships with diverse student groups and community organizations, both in The College and beyond campus, in an atmosphere of trust, cooperation, and respect.

Standard

1. Just as we promote the values, history, achievements, efforts, and traditions of our chapter and of the larger fraternity and sorority community, we also respect the values, history, achievements, efforts, and traditions of other organizations.

Examples: collaboration with the College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-This year, as has been the case for several years now, members of our chapter will help plan and run the College's New Member Orientation program and also send all of our new members to that program.

-We plan to co-sponsor at least one event with COG or the Film Interest Floor for the Hill Court community. Probably something like a movie night sometime in late February or March, when people will need a break from midterm studying.

-As usual, we also plan to hold our Yellow Jacket weekend Luau with Dining Services in the fall.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

-This past spring all fourteen of our new members attended the new member orientation program and our three new members this fall also attended it. Additionally, a couple of our brothers volunteered at this program. Despite this, we would have liked more brothers to have volunteered for this important event and intend to encourage a larger percentage of the brotherhood to volunteer at it in the future.

-SigEp did host a movie night for the Hill Court community in the Fall of 2008. The event went well, but due to deficiencies in communication on both our part and the Film Interest Floor and COG we were not able to co-sponsor the event with one of them.

-Our brothers also aided the Hill Court community by cleaning up under the balconies of the Munro building when garbage began to accumulate there.

-Our Yellow Jacket Weekend Luau proved to be a success again this past September. We had almost 1,500 people come through our food line alone and probably many more than that enjoying the carnival games and music provided by "The Spill Canvas". In addition, by holding our annual Nick Tahou's Garbage Plate Run during Meliora weekend we were able to include Rochester alumni in our annual fund raiser for childhood cancer research. The Tahou's Run was also covered by R-News and was on television!

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year
<p>-All new members of our fraternity will continue to attend the New Member Orientation program for Fraternities and Sororities. In addition, we will encourage all of our brothers to aid in this event's success through volunteering at it.</p> <p>-We will again sponsor an event in the Chambers Media Room like we did this past year. This time we will try to co-sponsor it with either COG of the Film Interest Floor rather than doing it by ourselves.</p> <p>-We will hold our annual events such as the Luau, which brings together the University community, and the Nick Tahou's Run and Shave-A-SigEp, which benefit the larger Rochester the community by raising money for cancer research. The Luau and Tahou's run are purposely held on Yellowjacket and Meliora weekend respectively in order to involve as many students, staff, and alumni as possible.</p>
Where will you Rank?
<input type="checkbox"/> 5 – Very High <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low

Standard
<p>2. We promote individuals' search for purpose and passion. We acknowledge that our members have multiple identities and interests and support and nurture these identities.</p> <p><i>Examples: nurturing multiple identities such as being a resident advisor, an athlete, a workshop leader, or the provision of leadership opportunities within our organization for younger members.</i></p>
Where did you rank yourself?
<input checked="" type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low

Plan for Year
<p>-In Sigma Phi Epsilon, any of our new members are allowed to hold chair positions and even positions of higher leadership.</p> <p>-There are a number of chair and Executive Board positions available within our organization and we will continue to encourage our members to fill these leadership roles.</p> <p>-Our members will continue to be involved in many on campus groups including MERT, D'lions, athletics, musical groups, TA's, and Student Government. Along with members who have jobs off campus, through our Balanced Man ideal, SigEp will continue to encourage our members to actively participate in and embrace these multiple identities throughout the year.</p> <p>-We also plan to create intramural football and basketball teams in the spring and a frisbee team in the fall.</p>
Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.
<p>-Many of our newest members have already taken full advantage of the many chair positions offered in our fraternity and are contributing positively to the success of the brotherhood. One of our new members from the fall of 2007 was even elected Vice President of Member Development for 2008.</p> <p>-This list of on campus organizations our brothers have been involved in over the past year seems endless. MERT, BPG, Student Government, almost every musical group on campus, teaching assistants, and many other groups all had SigEp brothers involved in them. Brothers are always encouraged to participate in extra curricular activities and the brotherhood also frequently attends performances of groups that our members are in.</p> <p>-In the Spring of 2008 SigEp had both an intramural volleyball and basketball team. This fall we organized an intramural Frisbee team and also joined several sisters of Alpha Phi to make a co-ed intramural volleyball team which finished the season 11-0. Over the past year almost every single one of our brothers played on at least one of these teams.</p>

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Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-Chair positions are available for every member of our organization, including new members. All members will be encouraged to take part in the leadership of the fraternity.

-We will continue to form intramural teams in volleyball, basketball, and Frisbee.

-Our members will remain active in roles outside of the fraternity: in MERT, athletic clubs, musical groups, student government, and as TA's, to name several such roles. Also, many members have jobs outside of the university, enabling them to be a part of the Rochester community.

-We continue to embrace the Balanced Man ideal, encouraging our members to be active in all aspects of student life.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We provide practice and context. We encourage our leaders to attend training and to participate in hands-on experiences through service and leadership positions in the group and in the greater student community.

Examples: participation in the College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-As is traditional, our newly elected executive board members will attend the Carlson's Leadership Academy early in the spring semester that is held by our national chapter.

-In addition to Carlson's we plan to encourage our brothers to attend other leadership conferences sponsored by the national fraternity.

-As of the writing of this report we have had several brothers nominated for the Paychex Leader Conference and will probably send atleast one brother to it. We will also encourage our brothers to pursue other on campus leadership oppurtunities.

-Our Tahou's Run during Meliora weekend will raise money for the CURE Cancer foundation.

-Our "Shave a SigEp" event held in the Spring will also raise money for cancer research, donated in the memory of one of our Alumni's brothers that passed away from cancer.

-Lastly, we plan to visit Foodlink once or twice a month to help them with their ongoing donation efforts.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

-This past February our newly elected e-board members attended Carlson Leadership Academy in Hartford, Connecticut and received officer training from members of our national organization. Additionally, our chapter president attended the Ruck Leadership Institute this past summer in Jamestown, Virginia. Ruck allows 150 of Sigma Phi Epsilon's most outstanding undergraduate brothers to further their leadership potential by interacting with fellow brothers from across the country in a variety of programs designed to develop and improve leadership skills.

-Several brothers also attended the Paychex leadership institute this past fall and several more are

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applying to attend the upcoming institute this January.

-Both our Tahou's Run and Shave-A-SigEp events occurred this past year with great success. We raised almost \$1000 to donate to the CURE childhood cancer foundation in the memory of one of our alumnus' brothers that died of leukemia.

-Because of the organizational effort necessary for putting fourteen men through out new member process, our work at Foodlink over the past year has not been as extensive as we thought it would be. Despite this, small groups of brothers continued to go there during both the spring and fall of 2008. This November we are also helping the Freshmen Fellows collect food to donate to Foodlink by co-sponsoring a collection box in the Munro lobby with the sisters of Alpha Phi.

-In addition to our work with Foodlink, several brothers also participated in a Habitat for Humanities project in the spring of 2008. For an entire day they helped in the efforts to build a new house for an underprivileged family.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-Newly elected e-board members will attend the Carlson’s Leadership Academy, which is offered by our national office during the Spring semester and provides officer training. In addition, our immediate past President and Vice President of Finance will be volunteering at this Feburary's Carlsons and training SigEps from all over the Northeast region.

-We will encourage all members to attend other leadership conferences held by our national office, such as the Ruck Leadership Institute and Conclave.

-Brothers in the past several years, as well as this year, have been nominated for and attended the Paychex Leadership Conference here in Rochester. We will continue to reinforce the leadership potential of our members through such programs, including similar opportunities on campus.

-Members will continue to apply for the Quest to Greece, a trip sponsored by our national office which teaches members about the values of the Greek life by visiting areas of historical significance in Greece.

-Events such as the Tahou’s Run and Shave-a-Sigep raise money for cancer research, a cause which we continue to support fully.

-We plan on becoming more involved with organizations such as Foodlink and Habitat for Humanity in the Spring of 2009 in an endeavor to better serve the outside community.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

4. As part of a larger community, we foster the ability of students to work across boundaries by promoting co-sponsorship and planning of programs with diverse groups.

Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

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-We have several brothers involved in the Newman Community and plan to sponsor an event with them in the upcoming year.
-We also intend to reach out to other cultural groups on campus this year.

**Did you achieve your plan?
How did you achieve your plan? Note any changes and reasons.**

This remains one of Sigma Phi Epsilon's weaker areas. Despite this, we have taken some strides over the past year to reach out to cultural groups on campus. We are currently co-sponsoring an event to raise money for the end to violence in Darfur with URGI: University of Rochester Genocide Intervention. In addition, at the end of the Spring 2008 semester we sponsored a discussion about feminism on our hall. While this is not directly a cultural program, the topic of feminism spans cultural boundaries throughout the world and we had a very interesting discussion that involved the role of women versus men in many parts of the world. This event was attended by several (four or five) non-brothers, in addition to about half the fraternity.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-As noted above, we plan on working to co-sponsor an event to benefit Darfur with another organization on campus.
-The annual Luau, co-sponsored with Dining Services, will continue to be a staple of Yellowjacket Weekend.
-One of our brothers plans to hold a lecture regarding Latin American culture in the Spring of 2009. All of our members members will be encouraged to attend this and other such events throughout the year.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Programming

Our programming supports the academic mission of the College by enhancing the sense of community within each student. Programming challenges us to develop skills and competencies and prepares us for success in the greater global society. We promote leadership, responsibility, critical thinking and social competence through conducting and evaluating programs designed to enrich the social, philanthropic, intellectual, and cultural interests of the community.

Standard

1. We encourage students' enjoyment and participation in campus and community activities, and we support and revitalize traditions of The College and of the fraternity and sorority community.

Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

As we do every year, Sig Ep intends to host fun and worthwhile events in the upcoming year that the entire campus will be able to participate in. These will include...

- Our annual Tahou's Run, a running and eating relay race, will be held Meliora weekend to raise money for the CURE cancer foundation.
- The Luau that we have co-sponsored with Dining Services for the past two years went well again this fall and we fully intend to hold it again this coming fall during Yellowjacket Weekend.
- Several of our brothers have been wanting to hold a cultural event for some time, so we plan on sponsoring some sort of cultural event in the upcoming year. One event is a trip to the RPO or a museum.
- With our regular involvement with FPC, we hope to support any events they plan on organizing that involve the Greek community, or the University as a whole.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

- The annual Luau that SigEp co-sponsors with Dining Services and the Student Activities Office was a big hit again this year. Almost 1500 people came through the food line that was run by SigEp brothers and most of the student body was able to enjoy the live music and carnival games that were set-up outside of Wilson Commons.
- Our Nick Tahou's Run also went well this year, we raised almost \$500 for the CURE childhood cancer foundation and were able to include several of our alumni in the event by holding it on Meliora Weekend.
- This past April we organized a brotherhood trip to see the Rochester Philharmonic Orchestra perform. In addition, small groups of brothers frequently organize trips to local cultural attractions like the Rochester Museum and Science Center and the Memorial Art Gallery. Our brothers also go to musical group performances on campus.
- SigEp supported and participated in the FPC sponsored "Greek Night" in Danforth this past October.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

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Plan for Upcoming Year

Every year, SigEp hosts a number of campus-wide, community-oriented events that involve both the student and broader communities. We plan to continue this tradition in the upcoming year:

- Our annual Nick Tahou's Run, which is now held on Meliora Weekend in order to promote the inclusion of students, community members, and families, will continue a tradition of raising money for the CURE childhood cancer foundation.
- The SigEp Luau, which has now become an integral part of Yellow Jacket Weekend, will once again be held in the fall and co-sponsored with Dining Services and the Student Activities Office.
- Frequent trips into the city and surrounding areas will help to expand our appreciation of Rochester's culinary, artistic and cultural heritage. Examples include trips to local restaurants and concerts, museum visits, etc.
- Via involvement with the FPC, we hope to support events involving the Greek and University communities as a whole. For instance, next semester SigEp will be helping FPC co-sponsor a laser tag event at the Athletic Center.
- Sometime during the next semester we will again organize a brotherhood trip to one of the many cultural attractions in the Rochester area.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

2. We respect the welfare of others and actively promote safety. We encourage and create safe, comfortable, non-alcoholic events and environments for all students. When alcohol is part of an event, we focus on strategies which enhance safety and reduce harm.

Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

- Sigma Phi Epsilon's Balanced Man philosophy forbids hazing and promotes the ideals of Sound Mind and Sound Body.
- We will continue to send all of our new members to the new member orientation program held each semester.
- As we did last year, we will again hold our annual substance abuse program with UHS. All of our brothers are required to attend this event and we will also open this event to the campus community.
- We also plan to send any of our members that have not already completed the program to social host training.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

This past year SigEp continued to send all of its new members to the orientation program held at the beginning of each semester. We also held our annual substance abuse program with UHS to ensure our brothers understand the dangers of alcohol. We still have several brothers that have been certified as social hosts, but many of our newer members have yet to attend this training. Most of these individuals, however, will be attending a social host training program next semester. Additionally, we make sure to practice risk management at any functions we hold with alcohol and always have sober brothers assigned.

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SigEp also holds a variety of substance free events throughout the school year. For our brotherhood we hold weekly brotherhood dinners at once of the university dining halls and create multiple intramural sports teams. For the larger campus community we host events like football parties and the Yellow Jacket Weekend Luau.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-Sigma Phi Epsilon's Balanced Man program forbids hazing while promoting the philosophy of sound mind and body.

-Each semester, all new members are required to attend New Member Orientation programs run by the university.

-We plan to hold a substance abuse program that all brothers must attend. This program will also be open to the student community and will probably be held sometime in the month of March next semester.

-Brothers will continue to attend the Social Host training program, and the fraternity as a whole will continue to practice safe, responsible hosting skills.

-We intend to continue to hold a variety of non-alcoholic events throughout the year, including brotherhood dinners, movie nights, the Luau, etc.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

We recognize and obey university polices, the local, state and federal laws and hold all of our brothers to the highest standards. We forbid hazing, illegal substance use, and violence. Any brothers found guilty of any illegal activity will be quickly dealt with either by our Standards Board, or any relevant authority. If necessary we will not be afraid to approach the University for help in a disciplinary situation we have not dealt with in the past.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Sigma Phi Epsilon has continued to operate within the bounds of local, state, and federal laws and also the rules set forth by the university. We hold all of our brothers to the highest standards and have dealt with any internal problems by bringing them before our standards board. As has always been the case, we continue to forbid hazing, illegal substance use, and violence. While it was not an issue this past year, our fraternity will still not hesitate to bring problems we cannot handle ourselves to the university and any other relevant authorities.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

2009 Expectations for Excellence

Plan for Upcoming Year

We recognize and obey university polices, the local, state and federal laws and hold all of our brothers to the highest standards. We forbid hazing, illegal substance use, and violence. Any brothers found guilty of any illegal activity will be quickly dealt with either by our Standards Board, or any relevant authority. If necessary, we will not hesitate to approach the University for help in a disciplinary situation, if such action is deemed necessary.

Where will you Rank?

- 5 – Very High 4 3 – Average 2 1 – Very Low

Non-academic Student Conduct

We believe in the communal principles of freedom, responsibility, respect, honesty, and fairness. We demonstrate this commitment through educational and systemic approaches to student conduct. We conduct ourselves in accordance with accepted standards of good citizenship, honesty, and propriety, and with high regard for the rights of others.

We are among the most visible groups on campus and realize that each individual member reflects and reflects upon the organization as a whole. Accordingly, we hold to the highest ethical standards in everything we do, and recognize that accountability is transmitted over the course of our history with The College.

Standard

1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.

Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-We abide by our local and national bylaws and all members are expected to uphold their ideals. Every new member is given a New Member Handbook that outlines our ideals and values that must not be violated. Our Standards Board meets regularly to discuss and evaluate any standards complaints. After discussion, the Standards Board determines the proper action to deal with any Brother in violation of our ideals.

-This upcoming year we would like to see our standards board take firmer stands when real issues arise within the fraternity. This will include the continuance of regular meetings and handing down decisions that will ensure accountability.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

-Over the past year our standards board has continued to hold regular meetings once a month to discuss any issues or potential issues that the fraternity is facing. In addition, they have held several special meetings over the past year when specific complaints have been brought to their attention.

-We have also continued to give handbooks to all of our new members. They are required to read these books and are tested on their contents to ensure that they understand the standards they are expected to live up to.

-Our e-board and standards board are also in the process of revising our chapter bylaws, which have not been changed since our local founding in 1986. Many rules have become outdated and require either re-writing or elimination. Any major changes will be put to a chapter vote before they are implemented.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2009 Expectations for Excellence

- Central to our regulations for conduct are our national and local bylaws, as well as The College's regulations, which all members must adhere to.
- Our new members are given Handbooks that outline the ideals and values of our fraternity that must not be violated.
- We also have an efficient Standards Board within the fraternity that addresses individual matters brought before it in a professional manner. It has been used effectively in the past, and will continue to meet on a regular basis and deal with all complaints that are brought before it.
- Also, as noted above, we are in the process of revising our local bylaws so we can continue to run an effective and efficient chapter.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.

Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

- The education of our conduct expectations begins with our New Member Process. Part of the process is designed to teach New Members how to act in accordance with our ideals and expectations. Any members in violation of these expectations are subject to minor disciplinary action through meetings with our Chapter, or if necessary, loss of privileges or social probation.
- We will send all of our new members to the new member orientation program held each semester.
- As mentioned above, we will hold our annual alcohol abuse and awareness program with UHS. This helps teach our brothers the responsibilities associated with hosting social events.
- To go in hand with this, we will also have brothers attend social host training so they understand proper conduct for hosting parties, especially ones that involve alcohol.
- The newsletter that our VP Communications will be making each week will include any conduct and/or rules information when necessary.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

- This past year we have continued to teach our new members the ideals and expectations of both the fraternity and the University. In addition, all brothers are expected to live up to these standards and we have taken disciplinary action when they do not. All brothers are aware of the consequences of violating conduct expectations, which include small fines, social probation, and in very rare cases even disaffiliation from the fraternity.
- We also successfully held our alcohol abuse awareness program with UHS last semester and continue to take strides to ensure that all of our brothers understand proper conduct while at events which include alcohol. As noted above, many of our brothers are trained social hosts and we plan to have most of our new members that have yet to undergo training do so next semester.
- While messages about conduct have rarely been necessary to include in our monthly newsletter, it has mentioned several problems we have had and the steps we took to resolve them. In addition, if there are ever any major breaches of conduct facing our fraternity, our President or Chaplain addresses them at chapter and usually sends a follow-up email to the fraternity after our meeting.

2009 Expectations for Excellence

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

Our principles and values are imparted to New Members through our New Member Process, in which they are educated in how to act according to our ideals and expectations.

-Members in violation of the expectations of the fraternity are subject to disciplinary action through meetings with our Chapter, loss of privileges, or social probation.

-All new members will attend the New Member Orientation Program held each semester.

-Brothers will attend Social Host training, which will allow them to learn proper conduct when hosting social events and parties, especially if they are to include alcohol.

-Chapter minutes and/or updates from our Chaplain or President by e-mail will cover conduct issues as necessary.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We have a system of internal accountability. This supplements the College, and does not usurp jurisdiction. Both informal and formal means of conflict resolution are addressed, and care is given to ensure that such systems are fair and consistent.

Examples: standards board, standards officer, written standards process.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Our internal system of accountability is handled by our Standards board that is made up of our chaplain and four elected members. When a formal complaint is given to the Chaplain in writing, the standards board meets, discusses the issue and comes to a decision. Rulings and punishments are dependent on the severity of the offense. Punishments can include loss privileges, social probation, fines, temporary suspension of brotherhood rights or even disaffiliation (in extreme cases). Once a decision is made, it is the duty of the Executive Board to enforce the ruling. The rulings and punishments of our standards board are independent from any action the school may take in the situation being ruled on.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Over the past year our standards board, which is headed by our Chaplain, has continued to meet on a monthly basis and has also held additional meetings to address specific standards complaints. Several issues were dealt with over the past year and our standards board acted quickly on all of them by organizing a meeting with the offending brother. Once all sides were heard appropriate disciplinary actions were taken. In one case, when the Chaplain felt the complaint was significantly important to the whole chapter, he actually called a special chapter-wide meeting to discuss it. All of the rulings our standards board ultimately made were supported by our executive board.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2009 Expectations for Excellence

Our Standards Board, comprised of our chaplain and four other elected members, acts as our formal system of internal accountability when informal measures are insufficient. Formal issues are sent to our chaplain, who brings them before the board. Issues are discussed and decisions are made in an impartial manner in accordance with the severity of the offense. Punishments include but are not limited to loss of privileges, social probation, fines, temporary suspension of rights, or in severe cases, disaffiliation. Our Standards Board works efficiently, and its disciplinary decisions are supplementary to those of The College.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

4. We have an effective means of communication with the administration about conduct-related issues.

Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-Our President will meet with pertinent university offices including our area coordinator, the OFSA, our faculty advisor, the Director of Greek Affairs, and the Director of the Student Activities Office when necessary. He will also informally check-in with these people from time to time just so they are aware of what our fraternity is doing on campus.

-Our President will regularly attend FPC meetings.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

-Over the past year our President has met with both the director of the OFSA and our Area Coordinator at Hill Court several times. In addition, he attended several meetings over the summer with the administration to go over the details of the Yellow Jacket Weekend Luau. A representative from our chapter has also attended most of the FPC meetings held in the past year.

-We had one rules violation this past year that required communication with University administration to resolve. Last April several of our brothers were making breakfast for the chapter in the basement of Hill Court, which included the mixing of several beverages which included alcohol. While our brothers were not actually drinking these beverages in the downstairs kitchen, our area coordinator was justifiably upset when she learned of what they were doing. As a consequence we were not allowed to reserve rooms in the basement of Hill Court again until we resolved the issue. Because this occurred towards the end of the Spring semester, our President dealt with it at the beginning of the following semester. He met with both the director of the OFSA and Hill Court's Area Coordinator to go over what steps we could take to make up for our mistake. Ultimately, we proposed to hold a football party for the Hill Court community and our Area Coordinator agreed that this would be a good way to make up for our misuse of a Hill Court space. We successfully held this event this past October and have had no further rules violations since.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2009 Expectations for Excellence

-Our fraternity's president will continue to meet with pertinent administrators throughout the school year. This will allow us to address any conduct issues that may arise, but also help us keep the university updated about our current activities. Informal visits with the director of the OFSA and our area coordinator at Hill Court will also be encouraged.

-In addition, our president or another representative of our fraternity will regularly attend FPC meetings and the monthly OFSA president's meetings.

Where will you Rank?

5 – Very High

4

3 – Average

2

1 – Very Low

Organizational Management

We manage our organization responsibly, acknowledging that our current decisions and actions affect the future of our organization over time. To that end, we develop systems and policies that are clear and productive. When making decisions as a group, we do so in a manner that is fair, consistent, value-oriented, and based upon available and verifiable data.

Standard

1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.

Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

- Each of our elected positions is clearly described and explained in our national and local bylaws. Our chapter has a handbook that is printed by our national chapter that explains how each officer is to handle their position. This remains consistent year to year and this year will be no different.
- This year we will have a transition meeting between our outgoing e-board and incoming eboard in order to acquaint our new leaders with their roles and responsibilities.
- We also plan to have meetings with our alumni to go over not only the responsibilities of our e-board members, but the responsibilities of all of our members.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

- Our Executive Board is organized according to the bylaws of our national and local chapter. They are, along with a brief description:

President: In charge of overseeing all chapter operations and runs chapter meetings.

VP Programming: In charge of event organization

VP Finance: In charge of the chapter budget and dues collection

VP Recruitment: In charge of rush and recruitment events

VP Member Development: In charge of New member process and brotherhood events

VP Communications: Takes minutes at meetings and controls mailings

Chaplain: Runs our internal standards board

*Each e-board position also has a number of chair positions which they can utilize in order to more effectively carry out their duties.

-This past January, our new e-board met with the outgoing executive board to go over each position's responsibilities and also to give the new officers tips about how to efficiently run the chapter.

-The new e-board also had several phone conferences with our alumni board throughout the Spring semester to ensure that everything was going smoothly.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2009 Expectations for Excellence

-Each of our elected positions is clearly described and explained in our national and local bylaws. Our chapter has a handbook that is printed by our national chapter that explains how each officer is to handle their position. This remains consistent year to year and this year will be no different.

-As in past years, our new e-board will have a transition meeting with our old e-board to go over their roles and responsibilities. Because our new executives are still relatively new to the fraternity our new president has stayed on e-board to serve the role of VP of Communications. In addition to his communications duties, he will serve as a guide to the other officers and provide them with useful advice and wisdom.

-In January we will be holding a phone conference with our alumni as an additional measure to make sure that our e-board is fully prepared to lead our fraternity in the upcoming year.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

2. We have clear and fair guidelines for decision-making, and involve our members as much as necessary when making decisions that will have an impact upon the group as a whole.

Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-We hold weekly chapter meetings that all members are required to attend. At these meetings all members can voice their opinions on matters relating to the fraternity. Any matter that will affect the chapter as a whole will be put to a vote. The order of business at our chapter meetings and elections run according to our bylaws to keep order and consistency throughout the chapter meeting.

-Brothers that miss too many chapter meetings without excuse will have to meet with our standards board to discuss this issue.

-Each member of our executive board gives reports at our chapter meetings pertaining to their positions.

-As has always been the case with our chapter, members that are not on the executive board will have plenty of opportunities to serve on chair positions in which they will be given more responsibilities, be able to directly organize events, and more actively participate in decision making processes.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

-Over the past year we have continued to hold weekly chapter meetings where all of our members are encouraged to voice their opinions about chapter operations. Each of our meetings follows a set agenda that is written by the e-board prior to each chapter. We run these meetings according to Robert's Rules of Order to maintain consistency and organization. We also keep attendance records for chapter meetings to make sure all brothers are fulfilling their obligation to attend our weekly meetings.

-This past year many of our members that weren't on e-board were able to participate in chapter decisions in other ways by organizing events for the chapter by taking up chair positions. A number of the events we held this year were put together by brothers that were not on our executive board. This is something we strongly encourage because it ensures that many brothers, not just the e-board, understand what it takes to organize fraternity events.

-Our past year's elections were run according to our national bylaws and votes were counted by secret ballot.

Where do you rank now?

2009 Expectations for Excellence

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-Every Sunday our fraternity holds a chapter meeting where we discuss upcoming events, news, and any issues that fraternity is currently dealing with. All brothers can voice their opinions at these meetings and any important decisions will be put to a vote. The order of business at our chapter meetings is regulated by our local and national bylaws and closely follow Robert's Rules of Order. This helps us to maintain order and consistency throughout the meeting.

-Our chapter meetings are organized into reports given by each of our executive board officers that pertain to the roles of their positions.

-Our executive board does not have absolute power. A two-thirds vote by the rest of the chapter can override their decisions.

-Brothers that have consistently poor attendance at chapter will be asked to meet with our standards board to discuss the issue.

-Brothers that are not on e-board will still have many opportunities to play an active role in chapter operations by taking up chair positions. This will allow a greater number of brothers to directly organize events and more actively participate in the decision making processes of the fraternity. We actually have enough chair positions that every brother could potentially have some sort of appointment.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.

Examples: rosters and potential new member lists filed with the Office of Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Rosters and of members in the fraternity are kept current by our VP of Member Development. All potential New Members lists are filled out by the VP of Recruitment during Rush and submitted to the OFSA according to the rules laid down by the administration. Minutes are kept at all chapter meetings by our VP Communications. Programming and philanthropy related materials are recorded by our VP Programming. Finance reports are kept on record and reported to the chapter by our VP Finance.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

This year our fraternity continued to keep organized records of all chapter operations:

-Our VP of Finance used an excel spreadsheet to keep track of our budget and chapter expenses.

-Our VP's of Recruitment and Member Development kept up to date lists of our rushees and new members respectively. When these had to be reported to the school they ensured that it was done so in a timely fashion.

-Chapter minutes were kept for each of our weekly meetings to ensure that we had records of what we talked about.

-Our Chaplain wrote out a short guide for future Chaplains so they would have a tangible source to reference when they are unclear about their responsibilities.

2009 Expectations for Excellence

-Our VP of Programming made records of the events he organized throughout his term for future brothers to reference.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

Each member of our executive board will play a role that ensures all "events, administrative tasks, and transactions" are dealt with quickly and efficiently.

-Our VP of Member Development ensures that our member roster is kept up to date and also organizes brotherhood events.

-Our VP of Recruitment keeps in contact with the OFSA rush chair during recruitment period and ensures that all potential new member lists are kept up to date and submitted in a timely fashion.

-Our VP of Programming will keep track of our many programs and philanthropic events.

-All disciplinary actions and records are handled by our Chaplain.

-Our VP of Finance closely tracks our budget using Excel spreadsheets to ensure our money is allocated correctly.

-Any decisions that require attention from the entire chapter are discussed at our weekly meeting and put to a vote if necessary. Our VP of Communications keeps minutes of each of these meetings.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

4. We provide and promote training to develop management competencies in our members.

Examples: participation in the College's leadership development series, regular meetings with the Director of Fraternity and Sorority Affairs, various conference opportunities, attendance and participation in College management and budget training meetings, manuals or guidebooks.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

-This February we will send our new e-board members to Carlson's Leadership Academy, which is sponsored by our national fraternity.

-We plan to send atleast one member of our chapter to the Paychex Leadership Conference.

-We will continue to regularly meet with the faculty so that our officers are able to better utilize the resources that are available through our advisor and the OFSA.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

2009 Expectations for Excellence

-This past February we sent several of our new e-board members to the Carlson's Leadership academy, an officer training conference held by our national organization. In addition, the job description of each e-board position is listed in the guidebook that each brother is given when he joins the fraternity.

-In addition to the training provided by our national fraternity, each outgoing e-board member met with their replacement in order to teach them the responsibilities of their new position.

-Our President attended the 2008 Paychex Leadership Institute and used several of the techniques he learned there to better lead our organization. He also attended the Ruck Leadership Institute, which is hosted by our national fraternity and also aims to teach SigEp brothers how to be more effective leaders.

-Members of our chapter also had meetings with both the director of the OFSA and our Area Coordinator at Hill Court throughout the year.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-As is customary, this January/February all of our new e-board members will attend Carlson's Leadership Academy, which is sponsored by our national organization.

-Additionally, we will encourage our brothers to apply to the more selective Ruck Leadership Institute, which is a week long leadership experience hosted by our national fraternity every summer in Virginia.

-In addition to these opportunities, new e-board members learn about their positions from the previous year's officers, our alumni, and the descriptions found in their fraternity handbooks.

-We plan to send at least one member of our chapter to the Paychex Leadership Conference this January.

-Members of our chapter will regularly meet with the OFSA and our area coordinator in Hill Court.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low