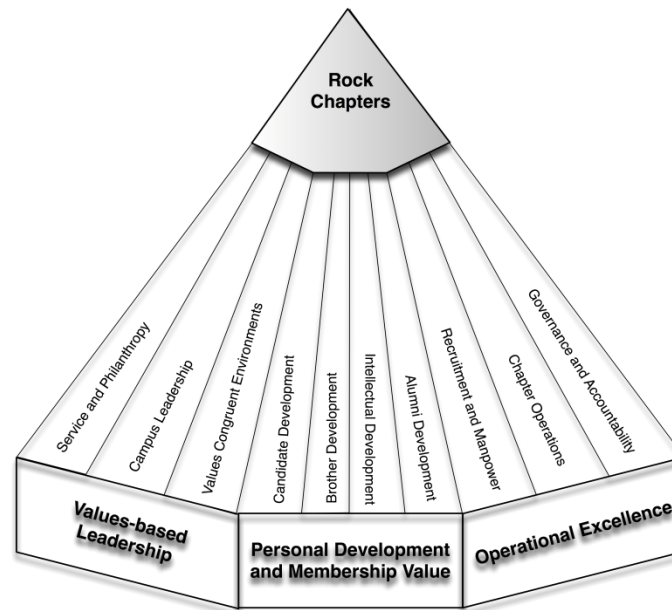# Sigma Nu Fraternity
## EXCELLING WITH HONOR

# THE PURSUIT OF EXCELLENCE PROGRAM
# EVALUATION GUIDELINES FOR VIRTUAL OPERATIONS



The Pursuit of Excellence Program structure includes three standards with a total of ten subcategories in which chapters are assessed in their development towards excellence.

**VALUES-BASED LEADERSHIP**
- SERVICE AND PHILANTHROPY
- CAMPUS LEADERSHIP
- VALUES CONGRUENT ENVIRONMENTS

**PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE**
- INTELLECTUAL DEVELOPMENT
- CANDIDATE DEVELOPMENT
- BROTHER DEVELOPMENT
- ALUMNI DEVELOPMENT

**OPERATIONAL EXCELLENCE**
- RECRUITMENT AND MANPOWER
- CHAPTER OPERATIONS
- GOVERNANCE AND ACCOUNTABILITY

## A NOTE ON THE EVALUATION GUIDELINES

The Evaluation Guidelines provide an objective standard of assessment for all chapters. The guidelines contained within this document show the levels from Acceptable to Excellence along the assessment continuum. While all chapters should direct their efforts towards, and strive for achievement in, the Excellence range across all subcategories, a level of Acceptable must be attained in each for chapters to remain in good standing with the General Fraternity.
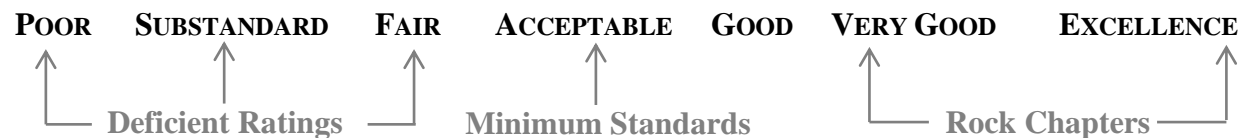
**Unique for the 2020-2021 academic year, there are two versions of the Pursuit of Excellence Program (PEP) – one for chapters operating mostly in-person and one for chapters operating mostly virtually. The criteria for Acceptable through Excellence have been adjusted to reflect the limitations of either operating in-person with social distancing restrictions or operating mostly virtually.**

> **In-Person – the host institution is conducting most, if not all, classes in-person and chapter operations are at, or near, 100% in-person based.**

> **Virtual – the host institution is conducting most, if not all, classes entirely online and chapter operations are at, or near, 100% virtual based.**

Chapters receiving an achievement level below Acceptable in a subcategory must submit an improvement plan in that area to the General Fraternity. This improvement plan should be shared with the Chapter Advisor, Division Commander, and Campus Fraternity/Sorority Advisor. Chapters receiving an achievement level below Acceptable in five or more subcategories will not be considered to be in "good standing" with the General Fraternity. Chapters not in "good standing" will be placed in the PEP Chapter Support Program.

General Fraternity staff use the Evaluation Guidelines which define criteria for each achievement level from Poor to Excellence. This creates consistency across evaluations and ensures a focus on evaluating chapters individually to the standard rather than trying to rank chapters in relation to one another. The information from the evaluation is communicated back to chapters, key alumni, and campus advisors. Finally, the leadership consultant is able to utilize this feedback in planning upcoming consultations for optimal effectiveness in addressing chapter needs. In this review by the General Fraternity staff, each chapter receives an achievement level on a seven point scale that ranges from Poor to Excellence. They also receive an explanation for that rating and suggestions for improvement. This feedback is important for the program to achieve its purpose of driving our chapters toward constant improvement. The full rating scale for the program is below.

**POOR     SUBSTANDARD     FAIR     ACCEPTABLE     GOOD     VERY GOOD     EXCELLENCE**

⎯⎯ **Deficient Ratings** ⎯⎯     **Minimum Standards**     ⎯⎯ **Rock Chapters** ⎯⎯

## SERVICE AND PHILANTHROPY (VIRTUAL)

*Future leaders are transformative throughout the communities they interface with. Service to others, through the donation of time, talent and treasure, is a core mechanism for creating leaders as engaged citizens in their local community.*

**VALUES-BASED LEADERSHIP**

| ACCEPTABLE | GOOD | VERY GOOD | EXCELLENCE |
|---|---|---|---|
| Chapter performs one (1) or more virtual volunteerism or philanthropic activities with participation from most members each academic term. | Chapter performs two (2) or more virtual volunteerism or philanthropic activities with participation from most members each academic term. | Chapter performs three (3) or more virtual volunteerism or philanthropic activities with participation from most members each academic term. | Chapter performs four (4) or more virtual volunteerism or philanthropic activities with participation from most members each academic term. |
| Each member completes at least three (3) hours of community service each semester. | Each member completes at least four (4) hours of community service each semester. | Each member completes five (5) hours of community service each semester. | Each member completes six (6) hours of community service each semester. |
| Chapter has incorporated education about the cause being supported into at least one fundraising event (e.g. brochures about the cause, or a speaker on the issue.). | Chapter has incorporated education about the cause being supported into at least one fundraising event (e.g. brochures about the cause, or a speaker on the issue.). | Chapter has incorporated education about the cause being supported into at least one fundraising event (e.g. brochures about the cause, or a speaker on the issue.). | Chapter has incorporated education about the cause being supported into at least one fundraising event (e.g. brochures about the cause or a speaker on the issue.). |
| Chapter incorporated the values of Sigma Nu into all service and philanthropy events. | Chapter incorporated the values of Sigma Nu into all service and philanthropy events. | Chapter incorporated the values of Sigma Nu into all service and philanthropy events. | Chapter incorporated the values of Sigma Nu into all service and philanthropy events. |
| | Chapter follows up at least one event with a reflection or discussion with members on the impact of their fundraising or service. This should help members understand the impact of their service and philanthropic activities as it relates to the values and purpose of the Fraternity. | Chapter incorporated periodic reflection after service and philanthropic activities to help members process the experience. This should help members better understand the impact of their service and philanthropic activities as it relates to the values and purpose of the Fraternity. | Chapter incorporated periodic reflection after service and philanthropic activities to help members process the experience. This should help members better understand the impact of their service and philanthropic activities as it relates to the values and purpose of the Fraternity. |
| | | Members are involved in individual service in addition to chapter projects. | Members are involved in individual service in addition to chapter projects. |
| | | Chapter has advocated for their non-profit partners to help create awareness about the issues these partners address. This should help others in the community understand the importance of supporting these causes. | Chapter has advocated for their non-profit partners to help create awareness about the issues these partners address. This should help others in the community understand the importance of supporting these causes. |
| | | Chapter encourages others to support local non-profits, including those it selects for its own community service and philanthropic projects. | Chapter encourages others to support local non-profits, including those it selects for its own community service and philanthropic projects. |
| | | | Chapter co-sponsors a community service or philanthropy project with another campus student organization. |

| | CAMPUS LEADERSHIP (VIRTUAL) | | | |
|---|---|---|---|---|
| | *Members of the Fraternity enhance their host institution by becoming engaged as leaders in campus and interfraternal activities and organizations. Through their leadership, members advance the purpose of both the Fraternity and their institution. This is recognized as a contribution to the greater good.* | | | |
| **VALUES-BASED LEADERSHIP** | **ACCEPTABLE** | **GOOD** | **VERY GOOD** | **EXCELLENCE** |
| | At least 60% of chapter members are involved in other student organizations. | At least 70% of chapter members are involved in other student organizations. | At least 80% of chapter members are involved in other student organizations. | At least 80% of chapter members are involved in other student organizations. |
| | Chapter meets all IFC requirements. | Chapter meets all IFC requirements. | Chapter meets or exceeds all IFC and host institution expectations. | Chapter meets or exceeds all IFC and host institution expectations. |
| | Chapter meets with fraternity/sorority advisor once per semester. | Chapter meets with fraternity/sorority advisor once per semester. | Chapter has developed a positive relationship with campus fraternity/sorority advisor. | Chapter established a positive relationship with campus fraternity/sorority advisor and other campus administrators who serve as a resource. |
| | Chapter has actively assisted members in becoming involved in other organizations or campus programs. | Chapter has actively assisted members in becoming involved in other organizations or campus programs. | Chapter has actively assisted members in becoming involved in other organizations or campus programs. | Chapter has actively assisted members in becoming involved in other organizations or campus programs. |
| | | | Chapter sends representatives to campus-wide IFC-sponsored leadership development programs, if such programs exist. | Chapter sends representatives to campus-wide IFC-sponsored leadership development programs, if such programs exist. |
| | | | | More than 10% of chapter members have leadership roles in other student organizations or campus programs. |
| | | | | Chapter has received recognition for their involvement on campus or has received recognition through campus or interfraternal awards programs. |
| | | | | Chapter has been a leading voice in issues facing the Fraternity/Sorority community. |

| VALUES CONGRUENT ENVIRONMENTS (VIRTUAL) | | | |
|---|---|---|---|
| *The physical and social environments created by the Fraternity foster positive growth and development and the establishment of lifelong friendships. This includes the promotion of a safe and healthy lifestyle. The chapter will foster a brotherhood that respects the dignity of people while embracing the free exchange of ideas.* | | | |
| **Acceptable** | **Good** | **Very Good** | **Excellence** |
| Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., the *Risk Reduction Policy,* or college/university policy in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., the *Risk Reduction Policy,* or college/university policy in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., the *Risk Reduction Policy,* or college/university policy in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., the *Risk Reduction Policy,* or college/university policy in the last year. |
| Chapter creates a safe and healthy social environment. | Chapter creates a safe and healthy social environment. | Chapter creates a safe and healthy social environment. | Chapter creates a safe and healthy social environment. |
| Chapter Candidates complete the Risk Reduction session from LEAD Phase I. | Chapter Candidates complete the Risk Reduction session from LEAD Phase I. | Chapter Candidates complete the Risk Reduction session from LEAD Phase I. | Chapter Candidates complete the Risk Reduction session from LEAD Phase I. |
| | Chapter sponsors one session from the Risk Reduction or Personal Development module of All Chapter LEAD each semester. | Chapter sponsors one session from the Risk Reduction or Personal Development module of All Chapter LEAD each semester. | Chapter sponsors one session from the Risk Reduction and Personal Development modules of All Chapter LEAD each semester. |
| | | Chapter attends one program related to wellness or diversity sponsored by another campus organization. | Chapter sponsors one program related to wellness or diversity with another student organization on campus. |
| | | | Chapter sponsors an anti-hazing or sexual assault educational workshop/speaker each year. |

*(Side label: **Values-Based Leadership**)*

## INTELLECTUAL DEVELOPMENT (VIRTUAL)

*Chapter will positively impact intellectual development by promoting the importance of academics and by supporting its members through activities which develop the intellect and support critical thinking.*

**Personal Development and Membership Value**

| Acceptable | Good | Very Good | Excellence |
|---|---|---|---|
| Chapter earned a GPA above both all-male and all-fraternity averages, or chapter GPA was above a 3.0 for the previous two semesters. | Chapter earned a GPA above both all-male and all-fraternity averages, or chapter GPA was above a 3.0 for the previous two semesters. | Chapter earned a GPA above both all-male and all-fraternity averages, or chapter GPA was above a 3.0 for the previous two semesters. | Chapter earned a GPA above both all-male and all-fraternity averages, or chapter GPA was above a 3.0 for the previous two semesters. |
| Chapter has a minimum GPA for candidates, initiates, and officers. | Chapter has a minimum GPA for candidates, initiates, and officers. | Chapter sets a minimum GPA for candidates, initiates, and officers as part of a written scholarship plan for its membership. | Chapter sets a minimum GPA for candidates, initiates, and officers as part of a written scholarship plan for its membership. |
| Scholarship Committee and/or advisor provide individual support for all members (e.g. regular check-ins, self-reporting by members). | Scholarship Committee and/or advisor provide individual support for all members (e.g. regular check-ins, self-reporting by members). | Scholarship Committee and/or advisor provide individual support for all members (e.g. regular check-ins, self-reporting by members). | Scholarship Committee and/or advisor provide individual support for all members (e.g. regular check-ins, self-reporting by members). |
| Chapter has a written scholarship plan with defined goals. | Chapter has a written scholarship plan with defined goals. | Chapter has a written scholarship plan with defined goals that are well articulated and easy to measure. | Chapter has a written scholarship plan with defined goals that are well articulated and easy to measure. |
| Chapter provides incentives OR recognition for academic success. | Chapter provides incentives OR recognition for academic success. | Chapter provides incentives and recognition for academic success. | Chapter provides incentives and recognition as components of its written scholarship plan. |
| Chapter helps members connect with campus services for academic success. | Chapter helps members connect with campus services for academic success. | Chapter connects members with campus academic resources, including introducing candidates to these resources. | Chapter connects members with campus academic resources, including introducing candidates to these resources. |
| Chapter promotes use of virtual study groups (not necessarily limited to their own chapter/campus). | Chapter promotes use of virtual study groups (not necessarily limited to their own chapter/campus). | Chapter promotes use of virtual study groups (not necessarily limited to their own chapter/campus). | Chapter promotes use of virtual study groups (not necessarily limited to their own chapter/campus). |
| | | Chapter members pursue admittance to honors programs and academic groups (such as Order of Omega, Omicron Delta Kappa and other Honoraries). | Chapter members pursue admittance to honors programs and academic groups (such as Order of Omega, Omicron Delta Kappa and other Honoraries). |
| | | Chapter encourages members to participate in intellectually stimulating activities (i.e. lectures, study abroad, campus programs, faculty presentations and/or undergraduate research). | Chapter encourages members to participate in intellectually stimulating activities (i.e. lectures, study abroad, campus programs, faculty presentations and/or undergraduate research). |
| | | | Chapter has a faculty advisor who assists with scholarship and works with the chapter's Scholarship Chairman. |
| | | | Chapter ranked among the top third of chapters in GPA among IFC fraternities at least once in the previous year. |

## CANDIDATE DEVELOPMENT (VIRTUAL)

*Through a variety of learning and mentoring experiences, candidates are prepared to be active members of the Fraternity with a commitment to the values and purpose of Sigma Nu.*

**PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE**

| ACCEPTABLE | GOOD | VERY GOOD | EXCELLENCE |
|---|---|---|---|
| Chapter utilizes LEAD Phase I and may incorporate some guest facilitators. | Chapter utilizes LEAD Phase I with guest facilitators. | Chapter utilizes LEAD Phase I with guest facilitators. | Chapter completes all LEAD Phase I sessions and utilizes guest facilitators in the program. |
| Chapter initiates at least 70% of candidates (excluding those de-pledged for disciplinary reasons). | Chapter initiates at least 80% of candidates (excluding those de-pledged for disciplinary reasons). | Chapter initiates at least 85% of candidates (excluding those de-pledged for disciplinary reasons). | Chapter initiates at least 90% of candidates (excluding those de-pledged for disciplinary reasons). |
| Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy.* | Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy.* | Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy.* | Chapter articulates to all members and candidates that Sigma Nu is an anti-hazing organization and all members understand the definition of hazing as described by The Law of Sigma Nu Fraternity, Inc., and the *Risk Reduction Policy.* |
| Candidates complete a service project OR individually complete two (2) or more hours of service (in-person or virtual volunteerism). | Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity. | Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity. | Candidates complete a community service activity as part of the Candidate Education Program. Experience includes follow up discussion to help candidates understand the importance of these activities to the community and to the Fraternity. |
| Chapter reinforces the messages communicated through Values-Based Recruitment with members serving as role models of the mission and values of Sigma Nu. | Chapter reinforces the messages communicated through Values-Based Recruitment with members serving as role models of the mission and values of Sigma Nu. | Chapter reinforces the messages communicated through Values-Based Recruitment with members serving as role models of the mission and values of Sigma Nu. | Chapter reinforces the messages communicated through Values-Based Recruitment with members serving as role models of the mission and values of Sigma Nu. |
| Chapter has clearly defined expected outcomes for their Candidate Education Program. | Chapter has clearly defined expected outcomes for their Candidate Education Program. | Chapter has clearly defined expected outcomes for their Candidate Education Program. | Chapter has clearly defined expected outcomes for their Candidate Education Program. |
| Chapter encourages candidates to participate in virtual chapter operations (e.g. chapter meetings, virtual brotherhood events) | Chapter encourages candidates to participate in virtual chapter operations (e.g. chapter meetings, virtual brotherhood events) | Chapter encourages candidates to participate in virtual chapter operations (e.g. chapter meetings, virtual brotherhood events) | Chapter encourages candidates to participate in virtual chapter operations (e.g. chapter meetings, virtual brotherhood events) |
| Chapter hosts a virtual meeting with candidates once per month with at least 65% of chapter members (candidates and initiates) in attendance. | Chapter hosts a virtual meeting with candidates once per month with at least 65% of chapter members (candidates and initiates) in attendance. | Chapter hosts a virtual meeting with candidates once per month with at least 65% of chapter members (candidates and initiates) in attendance. | Chapter hosts a virtual meeting with candidates once per month with at least 65% of chapter members (candidates and initiates) in attendance. |
|  | Candidates attend campus-based programs for new members. | Candidates attend campus-based programs for new members. | Candidates attend all campus-based programs sponsored for new members. |
|  |  | Chapter has clear expectations for what Candidates can expect of the chapter and active members. | Chapter has clear expectations for what Candidates can expect of the chapter and active members. |
|  |  |  | Chapter can articulate the impact of LEAD on their Candidate Education Program and Candidates. |
|  |  |  | Chapter utilizes the Candidate Class Retreat from LEAD Phase I. |

# BROTHER DEVELOPMENT (VIRTUAL)

*The chapter prepares brothers to be effective in leadership roles within Sigma Nu and other organizations and experiences. In addition, active members are prepared to be successful alumni.*

| | ACCEPTABLE | GOOD | VERY GOOD | EXCELLENCE |
|---|---|---|---|---|
| **PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE** | Chapter utilizes two or more phases of LEAD with guest facilitators. | Chapter utilizes three or more phases of LEAD with guest facilitators. | Chapter utilizes four or more phases of LEAD with guest facilitators. | Chapter utilizes all phases of LEAD with guest facilitators. |
| | Chapter members attend campus or interfraternal leadership development programs (i.e. UIFI, IMPACT, LeaderShape, and officer training programs), if virtual programs are available. | Chapter members attend campus or interfraternal leadership development programs (i.e. UIFI, IMPACT, LeaderShape, and officer training programs), if virtual programs are available. | Chapter members attend campus or interfraternal leadership development programs (i.e. UIFI, IMPACT, LeaderShape, and officer training programs), if virtual programs are available. | Chapter members attend campus or interfraternal leadership development programs (i.e. UIFI, IMPACT, LeaderShape, and officer training programs), if virtual programs are available. |
| | Chapter attends College of Chapters and Grand Chapter. | Chapter attends College of Chapters and Grand Chapter. | Chapter attends College of Chapters and Grand Chapter. | Chapter attends College of Chapters and Grand Chapter. |
| | Chapter attends all available regional Sigma Nu programs. | Chapter attends all available regional Sigma Nu programs. | Chapter attends all available regional Sigma Nu programs. | Chapter attends regional Sigma Nu programs. |
| | The position of LEAD Chairman is an elected, major office. | The position of LEAD Chairman is an elected, major office. | The position of LEAD Chairman is an elected, major office. | The position of LEAD Chairman is an elected, major office. |
| | Chapter has compiled a list of possible guest facilitators and their contact information. | Chapter has compiled a list of possible guest facilitators and their contact information. | Chapter has compiled a list of possible guest facilitators and their contact information. | Chapter has compiled a list of possible guest facilitators and their contact information. |
| | Chapter sponsors an Officer Transition session as part of its transition plan each semester. | Chapter sponsors an Officer Transition session as part of its transition plan each semester. | Chapter sponsors an Officer Transition session as part of its transition plan each semester. | Chapter sponsors an Officer Transition session as part of its transition plan each semester. |
| | Chapter holds a virtual brotherhood event at least once per month. | Chapter holds a virtual brotherhood event at least once per month. | Chapter holds a virtual brotherhood event at least once per month. | Chapter holds a virtual brotherhood event at least once per month. |
| | | Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the Commander, Marshal, LEAD Chairman and at least one other brother in the chapter. | Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the Commander, Marshal, LEAD Chairman and at least one other brother in the chapter. | Chapter demonstrates a commitment to the LEAD Program through the establishment of a LEAD Committee that includes the Commander, Marshal, LEAD Chairman and at least one other brother in the chapter. |
| | | | Chapter conducts an annual virtual brotherhood retreat. | Chapter conducts an annual virtual brotherhood retreat. |
| | | | | Chapter can articulate the impact of their LEAD programming. |

## ALUMNI DEVELOPMENT (VIRTUAL)

*Sigma Nu shall identify and engage alumni and volunteers to support the success of the chapter, develop and perpetuate fraternal leadership and increase the value of lifelong membership.*

| | Acceptable | Good | Very Good | Excellence |
|---|---|---|---|---|
| **Personal Development and Membership Value** | Chapter has an active Alumni Advisory Board or Chapter Advisor. | Chapter has an active Alumni Advisory Board or Chapter Advisor. | Chapter has an active Alumni Advisory Board or Chapter Advisor. | Chapter has an active Alumni Advisory Board. |
| | Chapter produces and distributes alumni newsletters at least once each academic year. | Chapter produces and distributes alumni newsletters at least once each academic year. | Chapter produces and distributes alumni newsletters at least twice each academic year. | Chapter produces and distributes alumni newsletters each academic year, at least three times per year, in paper OR electronic formats. |
| | Chapter communicates regularly with Alumni Advisory Board or Advisor. | Chapter communicates regularly with alumni through email updates. | Chapter communicates regularly with alumni through email updates. | Chapter communicates regularly with alumni through email updates. |
| | Chapter offers an opportunity for alumni to connect with one another and the collegiate chapter. | Chapter offers an opportunity for alumni to connect with one another and the collegiate chapter. | Chapter offers multiple opportunities for alumni to connect with one another and the collegiate chapter. | Chapter offers multiple opportunities for alumni to connect with one another and the collegiate chapter. |
| | Chapter uses virtual platforms (e.g. social media, online newsletter, email, website) to communicate with general alumni on the activities of the chapter. | Chapter uses virtual platforms (e.g. social media, online newsletter, email, website) to communicate with general alumni on the activities of the chapter. | Chapter uses virtual platforms (e.g. social media, online newsletter, email, website) to communicate with general alumni on the activities of the chapter. | Chapter uses virtual platforms (e.g. social media, online newsletter, email, website) to communicate with general alumni on the activities of the chapter. |
| | | Chapter promotes interaction between alumni through a social networking group. | Chapter promotes interaction between alumni through a social networking group. | Chapter promotes interaction between alumni through a social networking group. |
| | | Chapter utilizes alumni as guest facilitators for the LEAD Program on an annual basis. | Chapter utilizes alumni as guest facilitators for the LEAD Program on an annual basis. | Chapter utilizes alumni as guest facilitators for the LEAD Program on an annual basis. |

| | RECRUITMENT AND MANPOWER (VIRTUAL) | | | |
|---|---|---|---|---|
| | *The manpower of a chapter must be sufficient to maintain all successful chapter operations in a manner which provides a positive fraternal experience. Further, Sigma Nu will strive for growth through an innovative, values-based recruitment program that engages new members who are committed to the founding principles of the Fraternity.* | | | |
| | **Acceptable** | **Good** | **Very Good** | **Excellence** |
| **Operational Excellence** | Chapter meets or exceeds the average manpower size for the college/university. | Chapter meets or exceeds the average manpower size for the college/university. | Chapter meets or exceeds the average manpower size for the college/university. | Chapter meets or exceeds the average manpower size for the college/university. |
| | Chapter's recruitment efforts are focused on Sigma Nu's Values-Based Recruitment program and show some emphasis on the values and purpose of the Fraternity. | Chapter's recruitment efforts are focused on Sigma Nu's Values-Based Recruitment program, with particular emphasis on the values and purpose of the Fraternity. | Chapter's recruitment efforts are focused on Sigma Nu's Values-Based Recruitment program, with particular emphasis on the values and purpose of the Fraternity. | Chapter's recruitment efforts are focused on Sigma Nu's Values-Based Recruitment program, with particular emphasis on the values and purpose of the Fraternity. |
| | Chapter has a written, year-round, recruitment plan. | Chapter has a written, year-round, recruitment plan. | Chapter has a written, year-round, recruitment plan which places emphasis on the development of positive relationships on an individual level. | Chapter has a written, year-round, recruitment plan which places emphasis on the development of positive relationships on an individual level and has a recruitment goal and plan in place to reach or maintain a specific total manpower size. |
| | | Chapter can articulate what type of member they target to achieve their stated purpose as an organization. | Chapter can articulate what type of member they target to achieve their stated purpose as an organization. | Chapter can articulate what type of member they target to achieve their stated purpose as an organization. |
| | | | Chapter leveraged a recruitment best practice from the Best Practices Library. | Chapter leveraged a recruitment best practice from the Best Practices Library. |
| | | | | Chapter established and leveraged a process for alumni referrals and/or campus and community resources (e.g. parents, high schools, honorary or values-based organizations, admissions office). |
| | | | | Chapter has created and demonstrated use of a system for identifying and recruiting legacies. |

## CHAPTER OPERATIONS (VIRTUAL)

*Sigma Nu will ensure the necessary structures, systems, and resources are in place in support of the Fraternity. This includes fiduciary responsibility, organized administration and effective planning so as to best achieve the aims of Sigma Nu.*

| | ACCEPTABLE | GOOD | VERY GOOD | EXCELLENCE |
|---|---|---|---|---|
| **OPERATIONAL EXCELLENCE** | Chapter operates on an annual budget with a 5% revenue over expense margin. | Chapter operates on an annual budget with a 5% revenue over expense margin. | Chapter operates on an annual budget with a 5% revenue over expense margin. | Chapter operates on an annual budget with a 5% revenue over expense margin. |
| | Chapter has no past due balance with the General Fraternity, College or University, or any other entity. | Chapter has no past due balance with the General Fraternity, College or University, or any other entity. | Chapter has had no past due balance with the General Fraternity, College or University, or any other entity. | Chapter has had no past due balance with the General Fraternity, College or University, or any other entity. |
| | Chapter has no more than 10% of accounts receivable in excess of 30 days and for candidates and brothers who are in arrears, the chapter utilizes the 30/60/90 policy as per <u>The Law of Sigma Nu Fraternity, Inc.</u> | Chapter has no accounts receivable in excess of 30 days and for candidates and brothers who are in arrears, the chapter utilizes the 30/60/90 policy as per <u>The Law of Sigma Nu Fraternity, Inc.</u> | Chapter has no accounts receivable in excess of 30 days and for candidates and brothers who are in arrears, the chapter utilizes the 30/60/90 policy as per <u>The Law of Sigma Nu Fraternity, Inc.</u> | Chapter has no accounts receivable in excess of 30 days and for candidates and brothers who are in arrears, the chapter utilizes the 30/60/90 policy as per <u>The Law of Sigma Nu Fraternity, Inc.</u> |
| | Chapter uses a digital format for most financial transactions with appropriate control and oversight protocol. | Chapter uses a digital format for most financial transactions with appropriate control and oversight protocol. | Chapter uses a digital format for most financial transactions with appropriate control and oversight protocol. | Chapter uses a digital format for most financial transactions with appropriate control and oversight protocol. |
| | Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter. | Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter. | Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter. | Chapter operates under a written strategic plan with measurable goals and objectives that are reviewed annually by the chapter. |
| | Chapter operates on the committee system and the committees meet on a schedule determined by the chapter. | Chapter operates on the committee system and the committees meet at least monthly to discuss business. | Chapter operates on the committee system and the committees meet at least monthly to discuss business. | Chapter operates on the committee system and the committees meet at least monthly to discuss business. |
| | | | Chapter members are involved in creating a chapter budget which expends financial resources in a manner which supports the mission of the Fraternity. | Chapter members are involved in creating a chapter budget which expends financial resources in a manner which supports the mission of the Fraternity. |
| | | | Chapter utilizes an outside financial service to collect dues and/or collects at least 90% of annual billings. | Chapter utilizes an outside financial service to collect dues and/or collects at least 95% of annual billings. |
| | | | | Chapter maintains a savings account. |

| | GOVERNANCE AND ACCOUNTABILITY (VIRTUAL) | | | |
|---|---|---|---|---|
| | *Effective governance structures and measures of accountability must be in place within the Fraternity. These measures should complement the values of the Fraternity while maintaining integrity to the purpose of the organization.* | | | |
| | **Acceptable** | **Good** | **Very Good** | **Excellence** |
| **Operational Excellence** | Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members. | Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members. | Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members. | Chapter utilizes the Trial Code Procedure of The Law of Sigma Nu Fraternity, Inc. when necessary to discipline chapter members. |
| | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year. | Chapter has not been in violation of The Law of Sigma Nu Fraternity, Inc., or the *Risk Reduction Policy* in the last year. |
| | Chapter has not violated college/university policy in the last year. | Chapter has not violated college/university policy in the last year. | Chapter has not violated college/university policy in the last year. | Chapter has not violated college/university policy in the last year. |
| | Chapter bylaws are current. | Chapter bylaws are current. | Chapter bylaws are current. | Chapter bylaws are current. |
| | Chapter establishes a virtual operations plan at the beginning of each academic term. | Chapter establishes a virtual operations plan at the beginning of each academic term. | Chapter establishes a virtual operations plan at the beginning of each academic term. | Chapter establishes a virtual operations plan at the beginning of each academic term. |
| | | Chapter has a written Crisis Management plan and members are educated. | Chapter has a written Crisis Management plan and members are educated. | Chapter has a written Crisis Management plan and members are educated. |
| | | Chapter has a documented system of accountability and discipline. | Chapter utilizes a documented system of accountability and discipline. | Chapter utilizes a documented system of accountability and discipline, educates its members on the process, and reviews the process each year. |
| | | | Chapter has conducted one or more of the following sessions from Module B of All Chapter LEAD - Session 2: Delegation; Session 3: Effective Meetings; Session 5: Officer Transition; Session 7: Accountability. | Chapter has conducted one or more of the following sessions from Module B of All Chapter LEAD - Session 2: Delegation; Session 3: Effective Meetings; Session 5: Officer Transition; Session 7: Accountability. |