



Sigma Nu Fraternity

Intellectual Development - Developing Your Chapter's Scholarship Program

Alumni Engagement Series

Today's Presenters

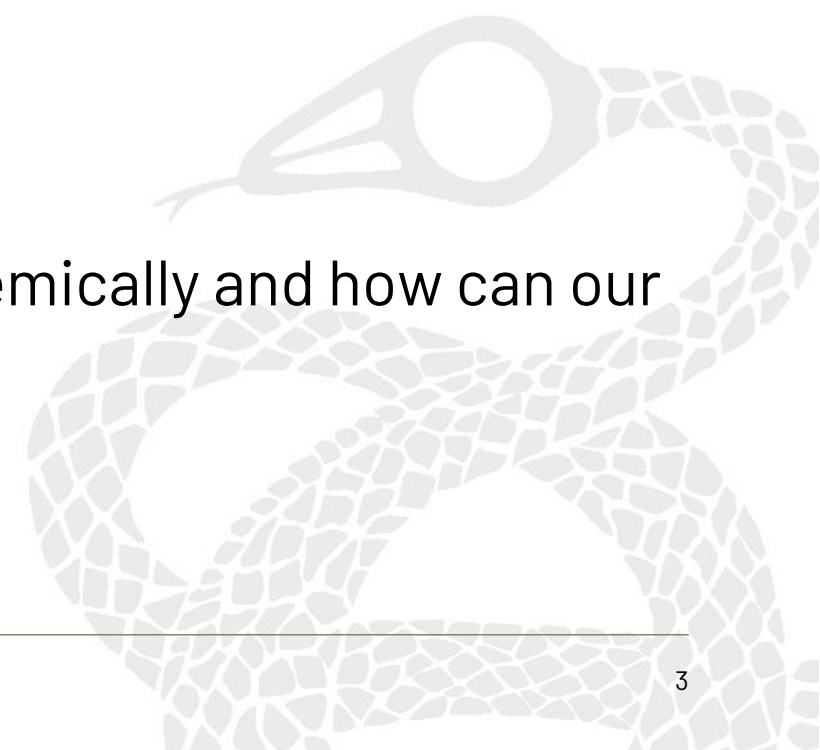
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Director of Chapter Services

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Key Questions and Concepts

- What does the Fraternity define as Intellectual Development?
- How do we measure successful chapter academic performance and scholarship programs?
- What goes into a great scholarship program?
- How are members motivated to perform better academically and how can our chapter assist with that?



Intellectual Development Defined

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.

PEP Criteria

Evaluation
Guidelines for each of the 10 PEP areas can be found on the website at PEP

Evaluation Guidelines

The prose description (**bold, italics**) at top of each page describe the vision for that area of operations.

Key Benchmarks

Positively impact intellectual development

- GPA above both all-male and all-fraternity averages for previous two semesters
- Provides incentives and recognition plans*
- Scholarship committee and advisors provide support for members struggling academically*
- Member use of campus academic resources*
- Chapter-organized education on academic success skills*
- Faculty Advisor who assists with scholarship*
- Chapter connects members with campus academic resources*
- Chapter ranked among top third of chapters in GPA among IFC at least once in previous year

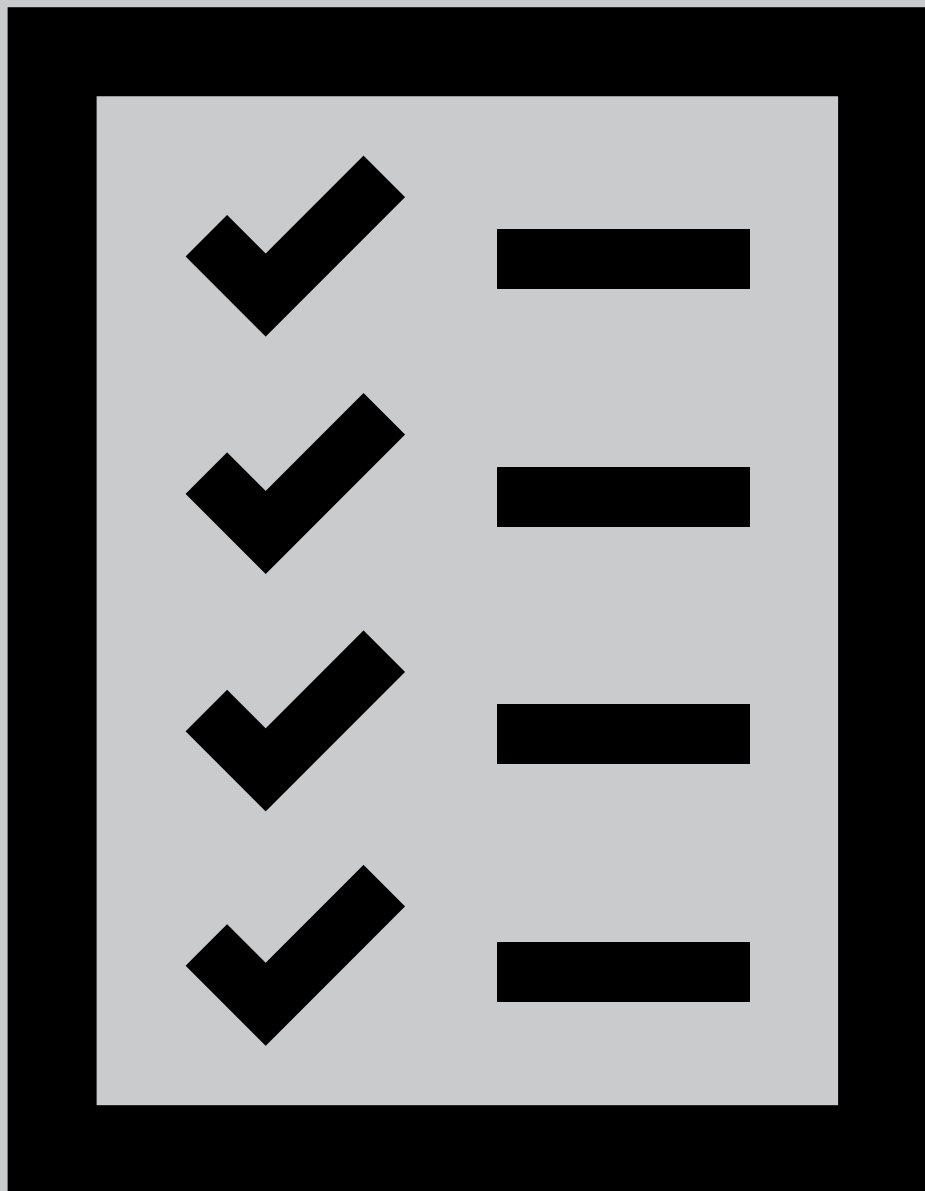
Promote importance of academics

- Minimum GPA for new members, initiates, and officers*

Support intellectual activities

- Pursue honors programs and academic groups*
- Pursue admittance to Honorary Organizations*
- Lectures, study abroad, campus programs, etc.*

*Items with a * denote benchmarks that should be included in the key tool to achieving excellence in Intellectual Development – a **written academic plan.***



GPA Averages and Campus Metrics

Understanding GPA Averages

The Fraternity weighs chapters against three benchmarks:

- The Campus All-Men's undergraduate GPA average
- The All-IFC (All Fraternity) undergraduate GPA average
- A 3.0 GPA Average

A chapter must maintain a GPA above at least one of these metrics to be in "Academic Good Standing." Any chapter that fails to do so for two consecutive semesters will be on Alcohol Free Housing per the *Risk Reduction Policy*.

Understanding GPA Averages

Sample Chapter 1	
Spring 2023 All-Men's GPA	3.05
Spring 2023 All-IFC GPA	2.94
Spring 2023 Chapter GPA	2.85
Fall 2022 All-Men's GPA	3.03
Fall 2022 All-IFC GPA	2.96
Fall 2022 Chapter GPA	2.80
Chapter Minimum GPA	2.50
Last Time Chapter was Above Averages	Fall 2020

Sample Chapter 2	
Spring 2023 All-Men's GPA	2.73
Spring 2023 All-IFC GPA	2.54
Spring 2023 Chapter GPA	2.79
Fall 2022 All-Men's GPA	2.75
Fall 2022 All-IFC GPA	2.58
Fall 2022 Chapter GPA	2.76
Chapter Minimum GPA	2.50
Last Time Chapter was Below Averages	Spring 2019

Notes

When looking at averages it is the semester GPA that matters for the Fraternity not cumulative.

A large majority of issues in chapter academic performance come from the chapter not setting the right standards based on their campus.

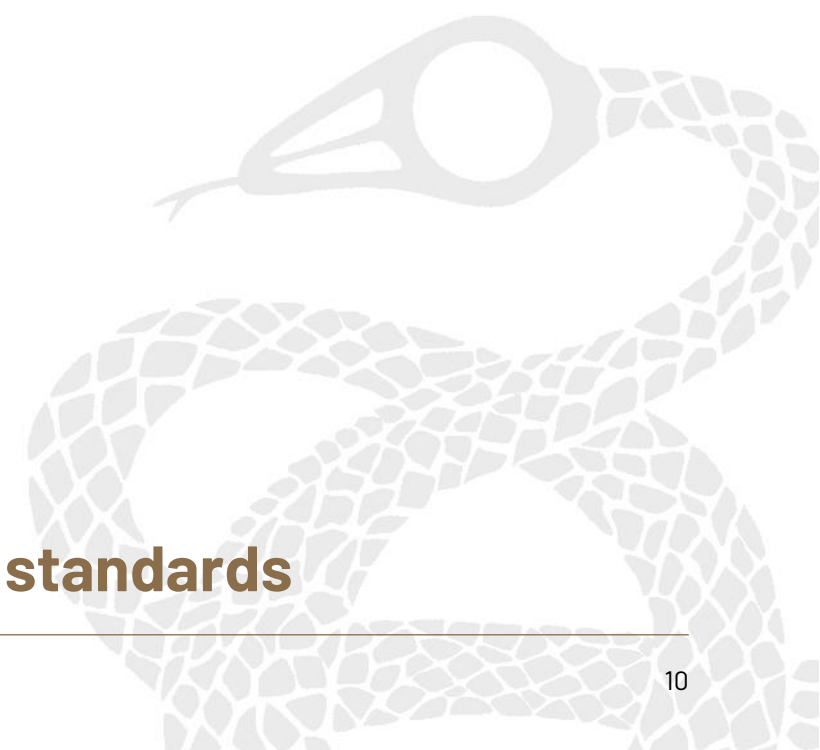
Scholarship Plans



Scholarship Plans

A strong scholarship plan should include:

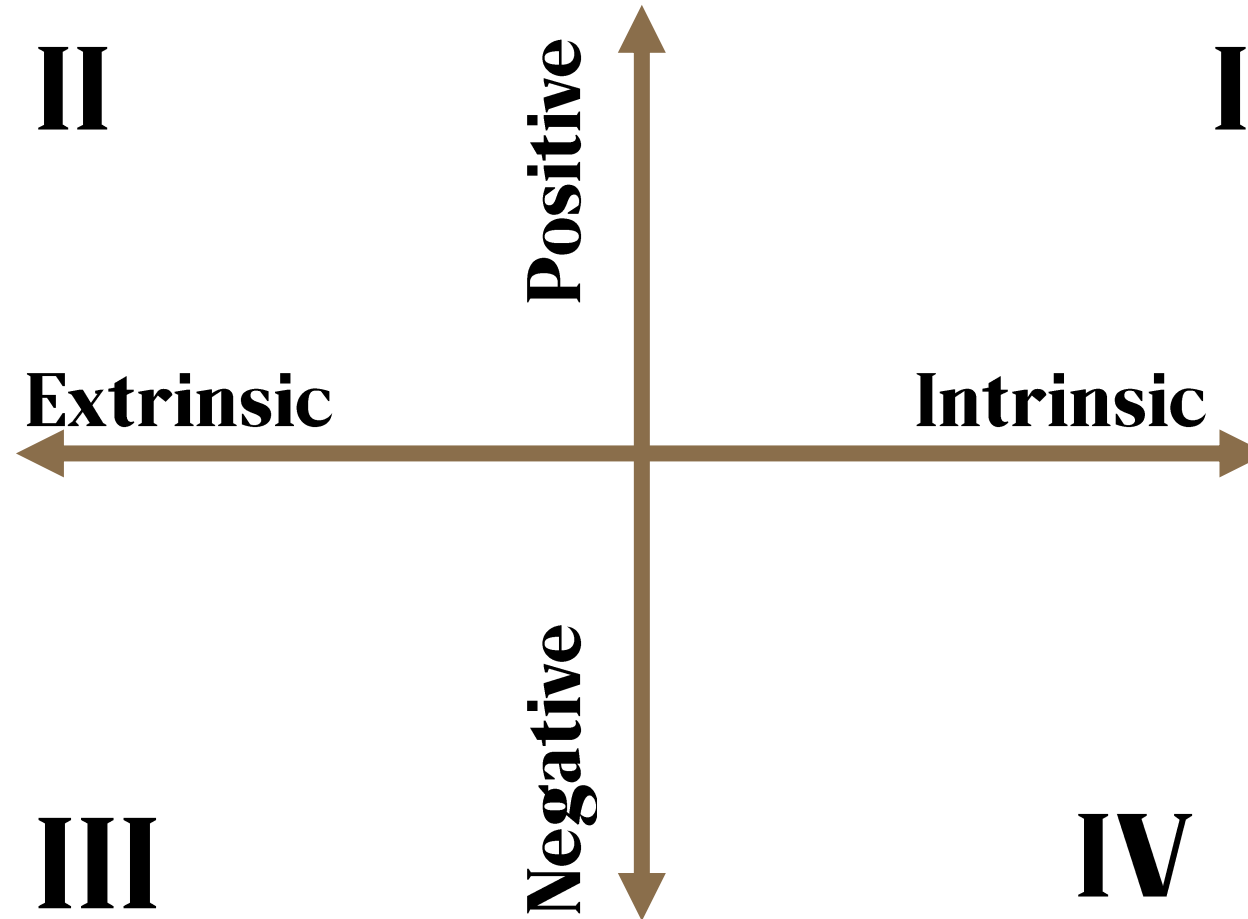
- **Expectations of the Scholarship Chairman and Committee**
- **Minimum GPA standards for:**
 - **Bid Extension**
 - **To be Initiated**
 - **To be in Good Standing**
 - **To hold an officer position**
- **Incentive and recognition programs**
- **A program for members that fall below minimum standards**



Member Motivation



Four Quadrants of Member Motivation



Quadrant I

Positive-Intrinsically Motivated Members

- Members in this quadrant are those that hold positive attitudes about the value of education and performing well in the classroom.
- They are self-motivated, disciplined, and driven.
- They want to succeed for themselves, not because someone else or the Fraternity wants them to succeed.

Quadrant II

Positive-Extrinsically Motivated Members

- Members in this quadrant are members who are significantly motivated to perform in response to positive incentives and support.
- Unlike members in Quadrant I, incentives such as rewards, recognition, and affirmation are more powerful motivators than personal belief in themselves or the value of performing well.
- External motivations can vary from recognition and praise to rewards and perks earned through specified performance.
- External motivations can also be status oriented, such as earning a degree, landing a desired job, etc.

Quadrant III

Negative-Extrinsically Motivated Members

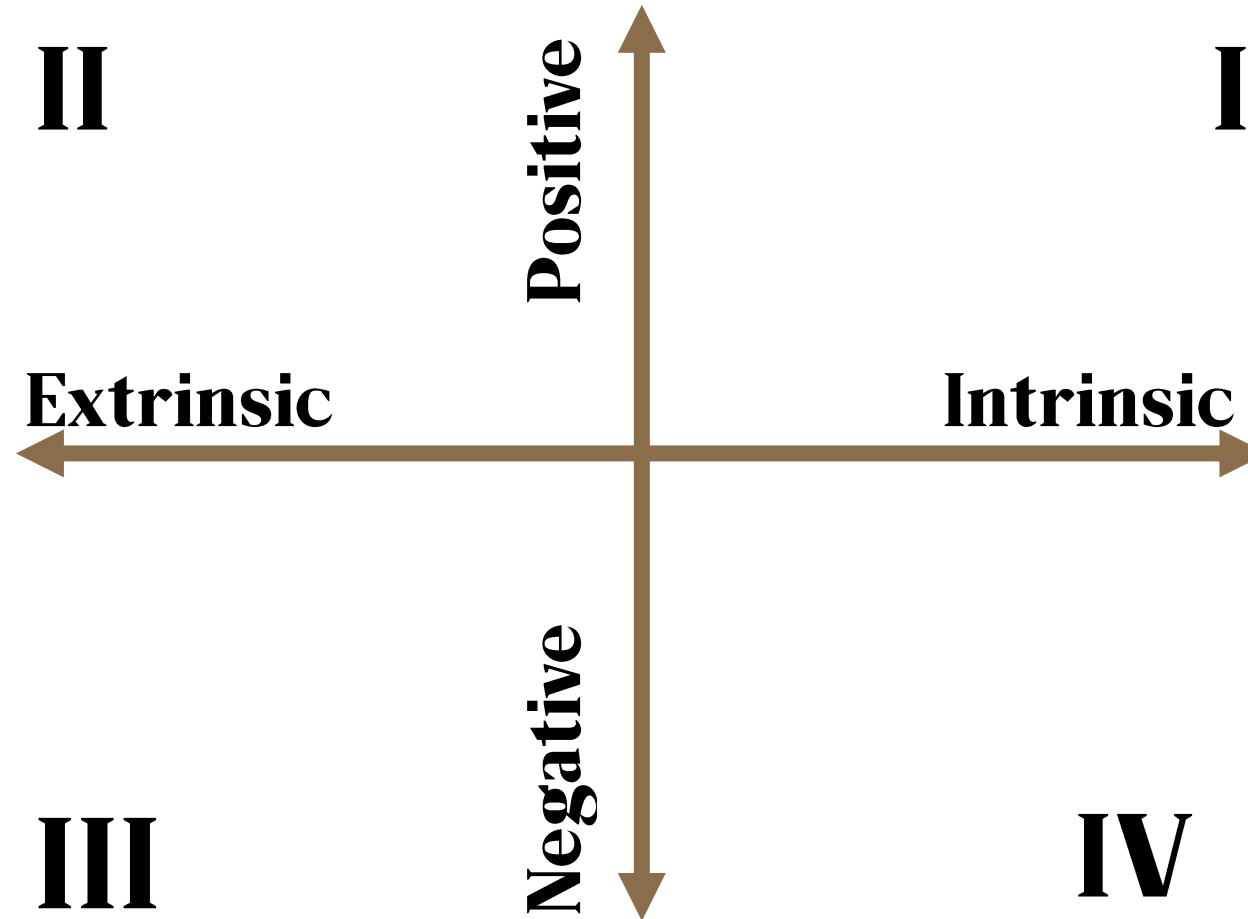
- Members in this quadrant resemble those in Quadrant II however, motivation is linked more to the avoidance of negative consequences than the pursuit of positive incentives.
- Motivation here may look like loss of privileges such as removal from an officer position, inability to attend chapter events. It may also look like fines, required participation in academic workshops and educational programs, required use of academic resources, loss of standing in the chapter, and suspension or expulsion from the chapter.

Quadrant IV

Negative-Intrinsically Motivated Members

- The final quadrant, though rare, contains members who hold a negative attitude about the value of education. Education may be an obstacle or distraction from other areas of life where they would rather invest their time.
- Other members in this quadrant may be placed here because they have expressed a lack of confidence in their ability to succeed or overwhelmed. For them, education is not merely just an obstacle but one that is seemingly insurmountable.

Four Quadrants of Member Motivation



Best Practices

I – Positive/Intrinsic

Chapter environment should empower members to succeed. Members should hear scholarship and academic achievement espoused as an important value of the chapter (A part of the chapter's "Why").

Housed chapters should create space for quiet study and maintain quiet hours at night and in the early morning.

Commitment to academic success is a desired value and characteristic in prospective new members and is openly discussed during recruitment.

II – Positive/Extrinsic

Scholarship Keys from Sigma Nu Educational Foundation

Chapter Recognition (e.g., Brother Tutor Award, Most Improved, Hardest Worker, etc.)

Benchmark Rewards – (e.g., exclusive dinner for all members above GPA goal or on Dean's List, Prize raffle with entries for every member who shares an "A" on an assignment during the term, etc.)

Fantasy Scholarship Draft

Best Practices

III – Negative/Extrinsic

Attendance at chapter Study Skills Workshop

Required meeting with Scholarship Chairman/Committee/Faculty Advisor

Required attendance at proctored study hours.

Required use of academic counseling/tutoring.

III – Negative/Extrinsic

Loss of good standing

Loss of ability to attend social events

Fines

Suspension/Expulsion

Alumni Best Practices

- **Alumni funded Scholarships and academic programs**
 - Some chapters have used Alumni Events to fund scholarship programs for collegiate members of the chapter. This fundraising could be for chapter dues, textbooks, or even tuition. The scholarship could have naming rights to it which is a good way to motivate some alumni
- **Serving as an advisor on the Scholarship Committee**
 - Alumni could serve on the committee that helps students that are struggling and helps members find new solutions to their academic struggles.
- **Creating an intentional study space in the chapter facility if the chapter is housed**
- **Setting chapter wide incentives and goals**

What's Next?

Check Chapter Performance for the last two years.

- Make sure the standards in the bylaws are the correct academic standards for the chapter at their institution
- Reach out to austin.lloyd@sigmanu.org if you would like to see the data we have for the chapter

Explore the Scholarship Chairman Resources

- Best Practices Library – [Intellectual Development](#)
- Officer Resources – [Scholarship Chairman](#)

Set Chapter and Individual Goals for Academics

- Either enforce or create bylaws that set up academic probation for low performing members
- Create a system of Incentives for brothers





Questions?

Thank You

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