

# **Candidate Development Action Plan**

**This Action Plan was Updated:  
By:**

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# The Candidate Development Plan

The Candidate Development Action Plan is an essential tool for outlining the chapter's strategy for success in new member education and orientation to the Fraternity. The Fraternity believes, *"through a variety of learning and mentoring experiences, candidates are prepared to be initiated members of the Fraternity with a commitment to the values and purpose of Sigma Nu."*

The foundation of this plan is grounded in the idea that Sigma Nu chapters should provide experiences and education that directly impacts the development of its new members. This plan is designed to help the chapter think strategically about the operational necessities of promoting candidate development as well as consider the important components of how the chapter can prepare the next generation of chapter leaders.

## Resources and Support

This Candidate Development Plan was completed under the guidance of the following chapter resources:

- [Marshal's Officer Manual](#)
- [LEAD Chairman's Officer Manual](#)
- [Chaplain's Officer Manual](#)
- [Pursuit of Excellence Guidelines for Candidate Development](#)
- [Strategic Planning and Officer Action Plan Overview](#)
- [Building a Big Brother Program](#)
- [Candidate Education Program Components](#)
- [Building a Successful Candidate Retreat](#)
- [Team Building Guide](#)
- [Steps for Implementing LEAD Phase I](#)
- [The Law of Sigma Nu Fraternity, Inc.](#)
- [Risk Reduction Policy](#)

## Envisioned Future

## The Candidate Education Committee

### THE MARSHAL

*The role and expectations of the Marshal.*

### THE CANDIDATE EDUCATION COMMITTEE ROSTER

Committee Member Name	Position
	Marshal

Advisor Name	Advisor Position	Phone	Email
	Committee Advisor		

### CANDIDATE EDUCATION COMMITTEE ROLE

*The role and expectations of the Candidate Education Committee.*

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## CANDIDATE EDUCATION COMMITTEE GOALS

*Committee goals use the S.M.A.R.T. format – Specific, Measurable, Agreed-Upon, Realistic, and Timely.*

## CANDIDATE EDUCATION COMMITTEE MEETING SCHEDULE

## CANDIDATE EDUCATION COMMITTEE EXPECTATIONS

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## CANDIDATE EDUCATION COMMITTEE STANDARD AGENDA

*The standard agenda for future committee meetings will be as follows:*

## CANDIDATE EDUCATION COMMITTEE BUDGET

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## Developing a Candidate Education Program

*The Candidate Education Program will last \_\_\_\_\_ weeks. This includes weeks where candidates will have meetings / educational sessions and be subject to candidate-specific expectations or requirements. It does not include any weeks that candidates are not on campus (e.g., fall/spring break, holidays).*

### MAJOR MILESTONES

*Major milestones that outline the candidate program.*

### CHAPTER INTEGRATION

*Strategy for integrating candidates into the chapter.*

### CANDIDATE CLASS ELECTIONS PROCESS

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## TRADITIONS AND SIGNATURE COMPONENTS

*Greater depth on the Chapter's traditions and signature components of the candidate program.*

## PROGRAM TRANSPARENCY

*Plans for communicating program details and expectations to candidates and relevant stakeholders.*

## FEEDBACK AND EVALUATION

*Plans for soliciting feedback and making continuous improvements to the candidate education program.*

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## Candidate Education

### ACADEMIC ELIGIBILITY

*To receive a bid to join the chapter, a Candidate must have achieved a High School GPA of \_\_\_\_\_ or a college GPA of \_\_\_\_\_. To be initiated, a Candidate must achieve a GPA of \_\_\_\_\_.*

### ACADEMIC SUPPORT

### GENERAL EDUCATIONAL OUTCOMES FOR THE CANDIDATE PROGRAM



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## EDUCATIONAL RESOURCES PROVIDED BY THE CAMPUS

### LEADERSHIP DEVELOPMENT PROGRAMS

### COMMUNITYEDU

*Chapter plans for ensuring candidate completion of CommunityEdu.*

### RISK MANAGEMENT AND POLICY EDUCATION

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BIG BROTHER PROGRAM

CANDIDATE CLASS SERVICE OPPORTUNITIES

CANDIDATE CLASS RETREAT(S)

## LEAD Implementation

*This section is dedicated to the chapter's schedule and calendar for LEAD Phase I facilitation. The spaces and boxes outlined document the chapter's completed and/or planned facilitation for each session from Phase I of the LEAD Program. Boxes left blank indicate the chapter has not made plans to implement that session during the current academic year. The chapter's plan for educational workshops outside of LEAD are included at the end of this section.*

### PHASE I: THE WAY OF HONOR

**Officer responsible for oversight of this phase:**

*Session calendar for Phase I of the LEAD Program.*

<b>Session 1: Fraternity</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 2: History</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 3: Leadership &amp; Working in Groups</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 4: International Organization &amp; Chapter Operations</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 5: Risk Reduction</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 6: Values and Ethics</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 7: Alcohol Misuse Prevention</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 8: Leadership: The Basics</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 9: Project Management</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 10: Ritual</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

#### OPTIONAL PHASE I SESSIONS

<b>Session 11: Community Service</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

<b>Session 12: Time Management</b>	<b>Facilitator(s):</b>
<b>Date(s) Facilitated:</b>	

#### ADDITIONAL EDUCATION ORGANIZED BY THE CHAPTER

#### RECRUITING GUEST FACILITATORS

[Master Facilitator List](#)

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## Setting Expectations

### CHAPTER EXPECTATIONS OF CANDIDATES

*Expectations for candidates to be initiated.*

### CANDIDATE EXPECTATIONS OF THE CHAPTER

*Expectations Candidates should have of Brothers and the chapter in how they will be supported and treated with dignity and respect.*

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## Anti-Hazing Education

### SIGMA NU FRATERNITY'S HAZING DEFINITION

*Hazing as defined by the General Fraternity in the Risk Reduction Policy:*

#### II. Hazing

The chapter does not conduct hazing. Hazing is defined by Sigma Nu Fraternity as:

*"... any action taken, or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips, lineups or any other such activities carried on outside or inside the confines of the chapter house; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; late work sessions which interfere with scholastic activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution."*

The willingness of any individual to participate in any hazing activity does not excuse any hazing violation.

### CAMPUS DEFINITION OF HAZING

*Hazing as defined by the College/University:*

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## HAZING PREVENTION

*Chapter's efforts to educate its members and uphold Sigma Nu's anti-hazing principles.*

## REPORTING HAZING

*Measures to address member violation of the Fraternity's anti-hazing policy; expectation of candidate reporting of mistreatment to appropriate officers / advisors.*

## ***The Ritual***

### ALUMNI PARTICIPATION IN CANDIDATE AND INITIATION RITUAL CEREMONIES

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## RITUAL EDUCATION FOR CANDIDATES

### Putting It All Together

#### CANDIDATE PROGRAM SCHEDULE OF ACTIVITIES