

Candidate Development Action Plan

This Action Plan was Updated:

By:

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.

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

CANDIDATE EDUCATION COMMITTEE STANDARD AGENDA

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

CANDIDATE EDUCATION COMMITTEE BUDGET

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

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.

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

EDUCATIONAL RESOURCES PROVIDED BY THE CAMPUS

LEADERSHIP DEVELOPMENT PROGRAMS

COMMUNITYEDU

Chapter plans for ensuring candidate completion of CommunityEdu.

RISK MANAGEMENT AND POLICY EDUCATION

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.

Session 1: Fraternity	Facilitator(s):
Date(s) Facilitated:	

Session 2: History	Facilitator(s):
Date(s) Facilitated:	

Session 3: Leadership & Working in Groups	Facilitator(s):
Date(s) Facilitated:	

Session 4: International Organization & Chapter Operations	Facilitator(s):
Date(s) Facilitated:	

Session 5: Risk Reduction	Facilitator(s):
Date(s) Facilitated:	

Session 6: Values and Ethics	Facilitator(s):
Date(s) Facilitated:	

Session 7: Alcohol Misuse Prevention	Facilitator(s):
Date(s) Facilitated:	

Session 8: Leadership: The Basics	Facilitator(s):
Date(s) Facilitated:	

Session 9: Project Management	Facilitator(s):
Date(s) Facilitated:	

Session 10: Ritual	Facilitator(s):
Date(s) Facilitated:	

OPTIONAL PHASE I SESSIONS

Session 11: Community Service	Facilitator(s):
Date(s) Facilitated:	

Session 12: Time Management	Facilitator(s):
Date(s) Facilitated:	

ADDITIONAL EDUCATION ORGANIZED BY THE CHAPTER

RECRUITING GUEST FACILITATORS

Master Facilitator List

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.

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:

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

RITUAL EDUCATION FOR CANDIDATES

Putting It All Together

CANDIDATE PROGRAM SCHEDULE OF ACTIVITIES