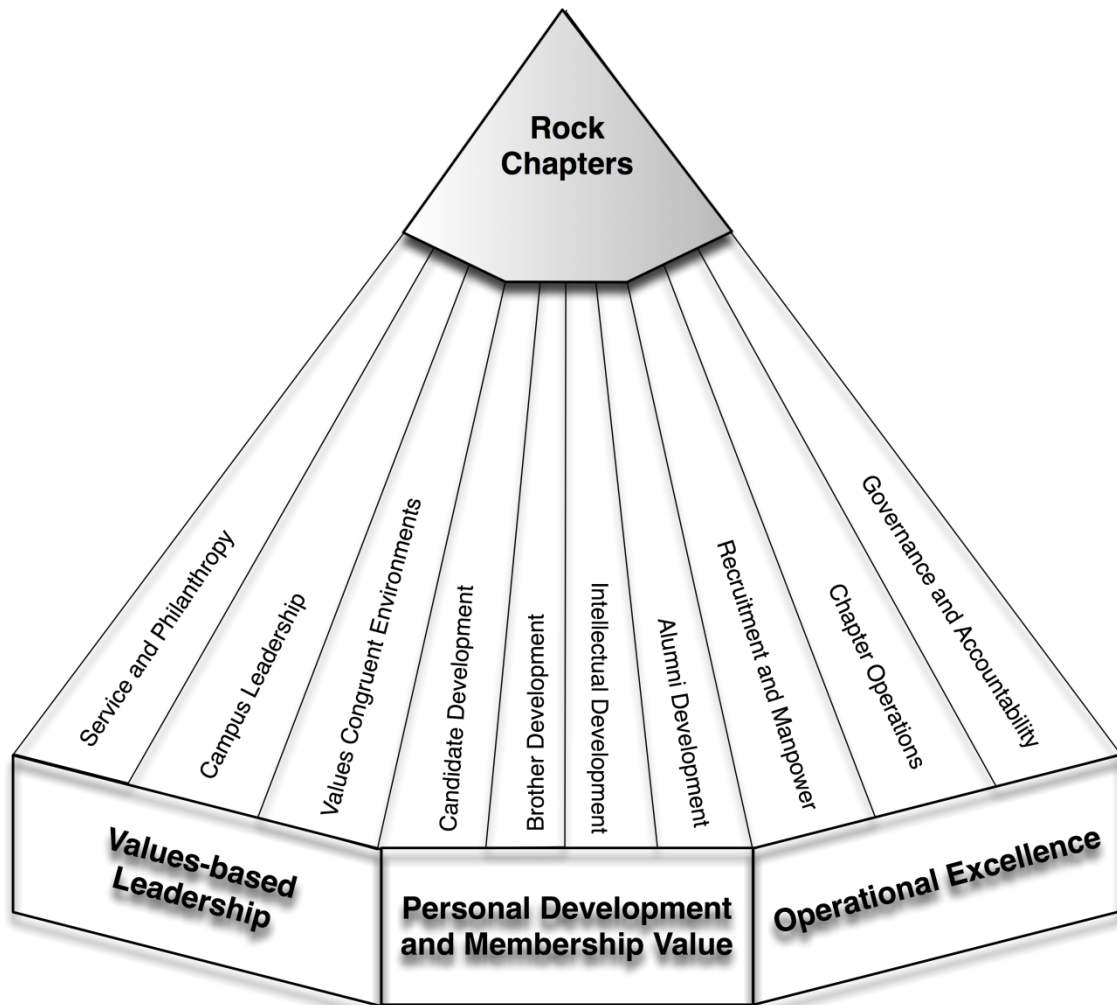




Sigma Nu Fraternity

EXCELLING WITH HONOR

PURSUIT OF EXCELLENCE PROGRAM STRATEGY SESSION



OUR MISSION

To develop ethical leaders inspired by the principles of Love, Honor, and Truth.
To foster the personal growth of each man's mind, heart, and character.
To perpetuate lifelong friendships and commitment to the Fraternity.

OUR VISION

Excelling with Honor

STRATEGY SESSION FOR IN-PERSON OPERATIONS

SESSION OVERVIEW

SESSION DESCRIPTION

This session is designed as a complement to the Pursuit of Excellence Program, intended to be conducted by chapters at the beginning of each academic year. The session engages chapter members in the strategy and problem-solving process to create direction for the chapter's continued improvement. Participants will gain an understanding of the Pursuit of Excellence Program, complete a self-assessment of the chapter, and create goals and action plans for the upcoming year in relation to the Program's Criteria for Excellence.

DECIDING TO CONDUCT AN IN-PERSON OR VIRTUAL STRATEGY SESSION

Chapters operating in-person will have the option to conduct their strategy session in-person (while following local social distancing protocols) or as a virtual session.

In-Person Considerations

The below and other considerations should be addressed before making a final decision to hold the strategy session in-person.

- Are the number of chapter members (overall expected participants) below local limits for an in-person gathering?
- Can the session be conducted in a space that has at least twice the published capacity for the number of attendees? Will that space allow for social distancing among participants?
- Can small group discussions be effectively conducted while adhering to local social distancing requirements?

Virtual Session Suggestions

The chapter should use its preferred virtual meeting platform for this session (e.g. Zoom, Google Hangout, Skype).

This session would ideally be conducted with the entire collegiate membership – candidates and initiates – and focused on the future of the chapter. That would look like the following:

- Gather all members for the Introduction and Overview sections
- Breakout into committees for the Working on the Key Areas section
- Bring all members back together for the Review the Ideas section – allowing each committee to share their primary goals and action plans from the breakout session and having general members provide feedback and agree to the goals/plans
- Conduct the Wrap Up with all members

If technology (i.e. breakout rooms, group size) or time is a limiting factor, the session could be conducted as follows:

- Break the chapter membership into committees based on their relation to PEP subcategories and have the chairman of each lead a separate meeting covering the Introduction, Overview, and Working on the Key Areas sections.
 - These committee meetings could take place on different dates/times, based on committee member availability.
 - Assign a due date for all committees to have completed their respective sessions.
- Have officers/chairmen report back to the Executive Committee with their goals and action plans for their assigned area.
- Executive Committee reviews and amends goals/plans as necessary – when all can be considered in relation to one another (e.g. to avoid contradictory/competing goals or plans; to

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ensure goals/plans are reasonable when considering time commitments, budget, etc.)

- Executive Committee presents draft overall plan to chapter for commentary and agreement.

A model for assigning members and committees to each subcategory is below. This model should be adapted by the chapter based on membership size and local committee structure (i.e. smaller chapters may opt to conduct the session in groups of 5-10 members per subcategory, with each group reviewing more than one PEP area; chapters with local committee structures that line up with specific subcategories should organize their discussion groups based on those responsibilities, rather than sticking to the below model.)

- Service and Philanthropy – Community Service and Philanthropy Committee(s)
- Campus Leadership – Lt. Commander, IFC Representative, Campus Involvement Committee (if one exists)
- Values Congruent Environments – Social Chairman/Committee, House Manager/Committee
- Intellectual Development – Scholarship Committee
- Candidate Development – Marshal & Candidate Education Committee
- Brother Development – LEAD Committee, Brotherhood Committee
- Alumni Development – Alumni Relations Committee
- Recruitment and Manpower – Recruitment Committee
- Chapter Operations – Treasurer, Chaplain, Finance Committee
- Governance and Accountability – Commander, Risk Reduction Committee

The chapter should fill in any areas where the officer does not have an assigned committee with at-large members to ensure a representative chapter view in the discussion.

ADVISOR PARTICIPATION

If possible, in either format mentioned above, the chapter will likely benefit from participation by one or more advisors for this session (Chapter Advisor for a full chapter session and/or Alumni Advisory Board members for each committee discussion). They could serve either as a facilitator or participant in the session.

RESOURCES

- [PEP Overview and FAQ](#)
- [PEP Evaluation Guidelines](#)
- [PEP Chapter Improvement Plan Guidelines](#)
- Chapter Ratings and Feedback from previous year's PEP assessment
- [Action Plan templates](#)
- [PEP in-person operations resources](#)

STRATEGY SESSION FOR IN-PERSON OPERATIONS

SESSION OUTLINE

OBJECTIVES:

- Engage chapter members in the strategy and problem-solving process
- Create a solution-oriented environment that can move the chapter forward
- Allow chapter members to have a voice in the chapter’s direction
- Develop solutions to meet expectations listed in the Pursuit of Excellence Program criteria

SESSION MATERIALS:

- Virtual whiteboard or other collaborative note-taking document (e.g. tool built into online meeting platform, Google doc)
- PEP [Overview and FAQ](#) (1 for facilitator reference)
- PEP [Evaluation Guidelines](#) (digital access for each attendee – each group will review the subcategory of the rubric that they are assigned to develop goals and action plans for).
- [PEP Chapter Improvement Plan Guidelines](#) document (digital access for each attendee – committees will use this to review their subcategory’s acceptable criteria, resources, and suggested documentation page)
- Discussion Questions included as part of these facilitator notes (copy of discussion questions entered into virtual whiteboard or collaborative note-taking document each committee will use for their discussion)
 - For additional ideas on how to implement any of the ideas brought on by the discussion questions or criteria in the Evaluation Guidelines, check out the Fraternity’s [PEP in-person operations resources](#).

OUTLINE:

	COMPONENTS	TIME FRAME	LEADERSHIP ROLES	RESOURCES
	Open Session		Commander	
8.1	Introduction	5 min.	Facilitator	Facilitator Notes
8.2	Overview of the Pursuit of Excellence Program	10 min	Commander / Executive Committee	PEP Overview & FAQ Ratings and Feedback from previous year
8.3	Working on the Key Areas	40 min.	Facilitator	Improvement Plan Guidelines, Evaluation Guidelines, Discussion Questions
8.4	Review the Ideas	30 min.	Facilitator	Facilitator Notes
8.5	Wrap Up / Closing	5 min.	Commander	Facilitator Notes
	Close Session		Commander	

FACILITATOR GUIDANCE NOTES

8.1 INTRODUCTION (5/5)

Thank you for being here today to discuss the future of the chapter. Our plan for today is to review the results of our efforts last year based on the objective standards of the Pursuit of Excellence Program and to lay out some goals for what we can accomplish as a brotherhood this academic year. Before we get into specifics though, let's start with a broad question.

What is the difference between excellence and being average?

Record the responses of the members on the virtual whiteboard or collaborative note-taking document.

What do you think about when you hear the word average?

Record responses.

Sigma Nu is about Excelling with Honor and that's why we are here today. We will be focusing on some of the areas that we need to work on as a chapter.

Many of you know that there is a structure in place to help chapters with planning for their future. This structure is called the Pursuit of Excellence Program and was it was started by Sigma Nu in 2002 as a minimum standards program and then revised in 2008 to help chapters focus on continually pursuing excellence in all aspects. The current program includes a set of standards assessing chapters and determining how they are performing in 10 subcategories. Some of these areas that we will work on were identified from the results of the Pursuit of Excellence last academic year. Others are areas that brothers in the chapter feel we should improve on.

8.2 OVERVIEW OF THE PURSUIT OF EXCELLENCE PROGRAM (10/15)

Prior to the session, the facilitator and Commander or Executive Committee should review the ratings and feedback received by the chapter in August (based on the previous academic year). Identify areas in which the chapter received a rating of Poor, Substandard, or Fair – these must be addressed by the chapter in terms of an improvement plan designed to get the chapter at or above an Acceptable rating (meeting the Fraternity's minimum standards) this academic year. This conversation should also focus on any areas where the chapter isn't reaching its potential or received a rating it would like to focus on improving this academic year.

Start this section of the facilitation with a quick review of the ratings received by the chapter last academic year – highlighting any areas the chapter received a rating of Poor, Substandard, or Fair as well as any areas the Executive Committee has identified as focus areas to improve in this year. The feedback provided to the chapter with the annual ratings should also include suggestions for improvement and an indication of any minimum standards not met and what performance at the next rating level looks like.

The areas that our chapter didn't do as well as we wanted (or needed to) last year were:(insert subcategory areas).

Our task for today will be to review last year's performance in these areas and identify a vision and goals for what we want to achieve this year in those same areas.

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Discussion questions for each of the 10 subcategories to get that conversation started are provided at the end of the Facilitator Guidance Notes. Select appropriate members of the Executive Committee to lead discussions using these questions for each of the areas to be covered (see page 3 of this document for discussion leader and committee ideas). Share these questions with the brother(s) who will be facilitating the discussions.

At this point, if your chapter has more than 20 members, break into groups of 10-15 brothers & candidates. If you break into smaller groups, make sure to have one brother serve as the facilitator and the recorder for the group. If your chapter has less than 20 members, split into no more than 2 groups (each group will discuss 5 areas in turn and then both groups will come back to share their results with the full chapter).

In the discussion group(s), the facilitator will need to use the discussion questions that are relevant to the areas you want to discuss.

Before we get started, I want to share some ground rules to help us make the most of the discussions.

- Focus on developing S.M.A.R.T. goals and action plans for your area
- No negative comments – the idea is to start with all the ideas before narrowing down to the most practical and best options
- Listen to your brothers
- Let everyone share their ideas, one brother at a time

Have the areas (subcategories) to be discussed, and their descriptions pre-printed on the virtual whiteboard or collaborative note-taking document.

Let's start with (insert area). I'll share the description of the area (subcategory) and list the criteria for excellence so everyone can see what we are focusing on.

Repeat this process for each of the subcategories that you will be working on as a group.

8.3 WORKING ON THE KEY AREAS (40/55 – TAKE ADDITIONAL TIME AS NEEDED)

As a large group or smaller working groups (depending on the size of the chapter as noted above), take the subcategories that you have identified and use the discussion questions to address the issues.

Indicate to the groups that they will have 40 minutes to discuss. If after 40 minutes the groups feel they need more time, allow discussions to progress for as long as they are productive, and all groups/individuals are still engaged.

Make sure to have one brother in each group serve as recorder to document all the ideas on the virtual whiteboard or collaborative note-taking document.

Ideally, the discussion groups would be inclusive of those officers and their committees that most closely align with the standard's operational areas. After that, any remaining members – initiates and candidates – should be distributed evenly among the groups.

A model for assigning members and committees to each subcategory is below. This model should be adapted by the chapter based on membership size and local committee structure (i.e. smaller chapters may opt to conduct the session in groups of 5-10 members per subcategory, with each group reviewing more than one PEP area; chapters with local committee structures that line up with specific subcategories should organize their discussion groups based on those responsibilities, rather than sticking to the below model.)

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- Service and Philanthropy – Community Service and Philanthropy Committee(s)
- Campus Leadership – Lt. Commander, IFC Representative, Campus Involvement Committee (if one exists)
- Values Congruent Environments – Social Chairman/Committee, House Manager/Committee
- Intellectual Development – Scholarship Committee
- Candidate Development – Marshal & Candidate Education Committee
- Brother Development – LEAD Committee, Brotherhood Committee
- Alumni Development – Alumni Relations Committee
- Recruitment and Manpower – Recruitment Committee
- Chapter Operations – Treasurer, Chaplain, Finance Committee
- Governance and Accountability – Commander, Risk Reduction Committee

The chapter should fill in any areas where the officer does not have an assigned committee with at-large members to ensure a representative chapter view in the discussion.

Once groups have been established, provide each group with a copy of the discussion questions for their subcategory as well as the [Chapter Improvement Plan Guidelines](#) (for a resource list to help reach each at least the Acceptable criteria) and of the [Evaluation Guidelines](#) (so they can compare current operations and future ideas to the chapter's current performance level and the additional criteria to reach the next level).

Ask the groups to take notes on their discussion as they will be asked to present to the large group and to provide a record of their answers at the end of the session for later use by the officers and committees to further develop action items to incorporate the consensus goals and ideas into their plans for the year.

8.4 REVIEWING THE IDEAS (30/85 – TAKE ADDITIONAL TIME AS NEEDED)

Next, review the ideas that were generated during the brainstorming process (e.g. have each discussion group present the results of their conversation with the full chapter – Executive Committee, at minimum – and allow for Q&A and additional ideas). As you do this, ask for comments on the ideas.

Let's review the ideas that we came up with during our time together. Feel free to add any comments you have on the ideas listed.

It will be important to build consensus on the goals suggested by each discussion group. Having the chapter agree on what it wants to accomplish and achieve this year is paramount. Ironing out details of the action plans can be worked on beyond this session by the relevant committee assigned to each goal.

8.5 NEXT STEPS (5/90)

We will take the ideas from today and work with the appropriate officers or committees to implement them. If you would like to help, talk to me after we are done today.

Thanks again for your ideas, feedback, and commitment to the chapter. We need all of you for the fraternity to move forward. I appreciate you being here today!

Collect the recorded responses from each group and the list of consensus ideas on how to move forward. This information will need to be shared with appropriate chapter officers and committees

STRATEGY SESSION FOR IN-PERSON OPERATIONS

after the session to assist them in their planning for the future (i.e. taking the ideas and goals and creating objectives and action plans, or proposing bylaw, event, or program changes).

Close with the Creed.

FOLLOW UP & APPLICATION IDEAS

- Have officers and committee chairman report back to the chapter in two weeks on how they plan to use the ideas from this session this year
- Present a set of chapter goals and action plans developed in response to this session's consensus ideas
- Conduct the All Chapter LEAD session on [Goal Setting](#) or [Strategic Planning](#) to further flesh out the chapter's ideas and develop specific action plans for how the chapter will improve this year (relative to PEP, the campus standards/awards program, and member desires for the future)
- Update the chapter's [Strategic Plan](#) and [action plans](#)
- Distribute action plan templates to relevant officers and committees to create or update written plans for each operational area for the year (note that these are required as part of improvement plan submissions)
- [Service and Philanthropy Action Plan](#)
- [Campus Leadership Action Plan](#)
- [Values Congruent Environments Action Plan](#)
- [Intellectual Development Action Plan](#)
- [Candidate Development Action Plan](#)
- [Brother Development Action Plan](#)
- [Alumni Development Action Plan](#)
- [Recruitment and Manpower Action Plan](#)
- [Chapter Operations Action Plan](#)
- [Governance and Accountability Action Plan](#)

DISCUSSION QUESTIONS

VALUES-BASED LEADERSHIP: SERVICE AND PHILANTHROPY

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

VALUES-BASED LEADERSHIP
SERVICE AND PHILANTHROPY

1. Imagine the brothers in our chapter committed to individual community service, looking forward to helping others and feeling good about making a difference. With that in mind, how can we encourage brothers to make community service and philanthropy a priority?
2. What opportunities exist for socially distanced in-person or virtual volunteerism and philanthropic activities that we could organize for our members to participate in collectively or on their own?
3. What causes are the brothers in our chapter passionate about? Interested in?
4. What local non-profits need our assistance (through ongoing volunteering or fundraising)?
5. How can we educate others on the causes that are important to our members?
6. How can we best advocate for the non-profits we support as a chapter?
7. What can we do to help members understand the importance and impact of their service? What kinds of reflection and follow up conversations would be most effective and appealing for members?
8. What opportunities exist to partner with other student organizations to co-sponsor a community service and/or philanthropy project?

STRATEGY SESSION FOR IN-PERSON OPERATIONS

DISCUSSION QUESTIONS

VALUES-BASED LEADERSHIP: CAMPUS LEADERSHIP

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

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VALUES-BASED LEADERSHIP

CAMPUS LEADERSHIP

1. Imagine more of our brothers serving in leadership roles in other student organizations on campus. Think about the chapter's improved reputation, the value the chapter's members are adding to the campus, and the level of respect that others have for the brothers. With that in mind, how can we promote the value of getting involved in campus organizations?
2. How can we improve our relationship with the Fraternity/Sorority Advisor? Other Greek organizations on campus (IFC, Panhellenic, NPHC, Multi-Cultural)?
3. What programs are sponsored on campus that we should participate in as a chapter?
4. How can we help brothers become aware of opportunities to join campus organizations?
5. How can our chapter be a voice on issues facing the Greek community on our campus?
6. How is our chapter adding value to the campus community? What could we do to add more value?
7. What campus or interfraternal awards might we be eligible for this year? What would it take to be recognized?

DISCUSSION QUESTIONS

VALUES-BASED LEADERSHIP: VALUES CONGRUENT ENVIRONMENTS

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

VALUES-BASED LEADERSHIP

VALUES CONGRUENT ENVIRONMENTS

1. Consider the values of Sigma Nu – Love, Honor, Truth – and what they mean to you as a brother and a person. What can we do to create a chapter environment that supports and promotes those values?
2. Considering social distancing limitations and other campus/local health and safety requirements, what do we need to add or continue to create a safe/healthy social environment? How might our events need to change to be in line with these limitations and requirements?
3. What programs related to wellness or diversity could our chapter organize (or identify as hosted by another campus office or organization) for our members to participate in this academic year?
4. What sessions from the Risk Reduction or Personal Development modules of All Chapter LEAD would our brothers be most interested in? Should these be held virtually or in-person? What will that look like?
5. What speakers or programs might we use to sponsor an anti-hazing or sexual assault educational workshop this year? Should these be held virtually or in-person? What will that look like?

DISCUSSION QUESTIONS

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE: INTELLECTUAL DEVELOPMENT

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE

INTELLECTUAL DEVELOPMENT

1. Imagine our brothers excelling academically, our chapter placing in the top third in GPA of all fraternities on campus. Imagine candidates doing well academically. With those images in mind, how can we better support our brothers academically?
2. What are our current GPA requirements/standards to receive a bid, get initiated, maintain good standing as a brother, run for/hold office? Are these standards high enough to meet our overall academic goals as a chapter (e.g. a 2.5 standard is unlikely to result in a consistent 3.0 chapter GPA)? Should we consider raising one or more of these standards in our bylaws?
3. How can we better connect new members and brothers to the academic resources on campus?
4. What more can the Scholarship Committee do to provide individual academic support for all members (e.g. regular check-ins, self-reporting by members, use of study groups and tutoring services)? What more should be provided for those struggling academically?
5. How should we recognize brothers who excel academically?
6. What incentives should we provide to brothers for improved and exceptional academic performance?
7. How can we promote the intellectual development of our brothers (improved study skills/habits; increased use of campus academic assistance resources; admission into academic honor societies; participation in undergraduate research, faculty presentations)?
8. What are the criteria for Omicron Delta Kappa (Leadership Honorary) and Order of Omega (Greek Leadership Honorary), (or insert other applicable leadership honorary organizations on your campus) on our campus? How can we help our members pursue admittance into these organizations?
9. How can we promote the academic groups and resources provided by the campus to our brothers?
10. What can we do to promote the use of virtual study groups by our members (not necessarily limited to our own chapter/campus)?
11. Who would be an effective and helpful Faculty Advisor (if the chapter does not currently have one)?
12. How can our Faculty Advisor best assist brothers and candidates with academics?
13. What programs can we create to increase interaction between faculty members and our brothers?

DISCUSSION QUESTIONS

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE: CANDIDATE DEVELOPMENT

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE

CANDIDATE DEVELOPMENT

1. Think about a future Candidate Class as they are about to be initiated. Imagine they are committed to the Fraternity, know our history, embrace and live our values, are dedicated to the brotherhood, and have developed leadership skills to help them and advance the chapter. With those images in mind, what can we do to strengthen the chapter's LEAD Phase I and Candidate Education programs?
2. What are the strengths and weaknesses of the current Candidate Education Program and our use of LEAD Phase I?
3. What can we do to improve our candidate retention rate (excluding those de-pledged for disciplinary reasons)?
4. What methods should we use to explain and enforce the anti-hazing stance of Sigma Nu with our members?
5. What do we want our candidates to know, be able to do and feel by the end of the Candidate Program (outcomes)?
6. How can we better involve brothers that are role models in the Candidate Education process?
7. What can our Candidates expect of the chapter and initiates?
8. What sessions in LEAD Phase I need to be improved?
9. What kinds of virtual or in-person service activities would we want our candidates to participate in?
10. What would a candidate retreat that is focused on teambuilding and brotherhood look like in a virtual setting?
11. How can we encourage candidates' participation in virtual chapter operations (e.g. chapter meetings, virtual brotherhood events)? What would need to change for them to participate? What new events need to be created to get most members and candidates together virtually on a monthly basis to promote connection, brotherhood, and a sense of buy-in to chapter operations?
12. What virtual campus-based programs for new members are being offered this year and how will we ensure our candidates participate?

DISCUSSION QUESTIONS

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE: BROTHER DEVELOPMENT

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE

BROTHER DEVELOPMENT

1. Imagine a better, more effective LEAD Program (Phases II-IV and All Chapter); something that brothers look forward to participating in, something that will help them learn about themselves and their brothers, an experience that will challenge them and help brothers develop ideas to move the chapter forward. What would we need to create this in our chapter?
2. How can we strengthen our chapter's LEAD Committee?
3. How can we improve our chapter's execution of the LEAD Program, particularly accounting for delivery in either a socially distanced or virtual environment?
4. What suggestions do brothers have on possible guest facilitators (faculty, staff, alumni) for LEAD?
5. Beyond the LEAD Program, what leadership and development programs, organizations, and opportunities are offered by the campus in a virtual environment to improve the leadership skills of our members?
6. How can we better promote these leadership and development programs, organizations, and opportunities to our membership?
7. What can we do to improve our officer transitions? Increase the number and quality of those running for elected office in the chapter?
8. What ideas do we have for virtual brotherhood events that could be held at least once a month?
9. What ideas do we have for a fun, team building, and bonding-focused in-person or virtual brotherhood retreat?
10. What can we do to increase the number of brothers who attend Fraternity events like Grand Chapter, College of Chapters, the Sigma Nu Institute and campus/national events like UIFI, IMPACT, and LeaderShape, if virtual options for any of those programs are available?

DISCUSSION QUESTIONS

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE: ALUMNI DEVELOPMENT

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

PERSONAL DEVELOPMENT AND MEMBERSHIP VALUE

ALUMNI DEVELOPMENT

1. What process needs to be in place for the chapter to write and produce a quality alumni newsletter two-three times a year?
2. What kinds of virtual events might we sponsor for alumni this year? What other opportunities can the chapter offer for alumni to connect virtually with one another and our collegiate members?
3. How can we get more alumni from our chapter interacting with each other through social networking?
4. How can we better communicate with our alumni through virtual platforms (e.g. social media, online newsletter, email, website) to keep them connected and informed of the activities of the chapter?
5. How can we involve alumni in the life of the chapter?
6. How can we involve alumni as volunteers in the chapter?
7. Which alumni might serve as great LEAD facilitators or guest speakers for the chapter?

DISCUSSION QUESTIONS

OPERATIONAL EXCELLENCE: RECRUITMENT AND MANPOWER

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

OPERATIONAL EXCELLENCE

RECRUITMENT AND MANPOWER

1. Imagine our chapter with (insert number) more members. Members who are solid brothers, who are involved in the chapter, involved on campus, excel academically, pay their bills on time, and believe in the values of Sigma Nu. What do we need to do to recruit the number and quality of men we need for our chapter to thrive in the future?
2. How is our chapter focusing on Values-Based Recruitment and a year-round focus on meeting new people and introducing them to our chapter (i.e. not just relying on formal “rush” week)?
3. How could our chapter better incorporate the principles of Values-Based Recruitment – meeting new people, making friends, introducing them to the chapter, and talking about the values of the chapter & the value gained through membership?
4. What characteristics do we want in a prospective member?
5. What can we do to improve our recruitment program to give us the number and quality of Candidates we want/need? What needs to happen on a monthly basis, so the chapter is focused on recruitment year-round, not just during formal recruitment week?
6. How can we better prepare our brothers to be effective in conversations with prospective members?
7. What can we do to develop or improve a process for gathering alumni referrals? Referrals from other sources on campus (e.g. student organizations, sororities)? From other sources in our community (e.g. parents, high schools, honorary or values-based organizations like the Boy Scouts)?
8. What can we do to develop or improve our system of identifying and recruiting legacies?

STRATEGY SESSION FOR IN-PERSON OPERATIONS

DISCUSSION QUESTIONS

OPERATIONAL EXCELLENCE: CHAPTER OPERATIONS

DISCUSSION QUESTIONS

The following questions should be used in committee or other small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Use these to develop goals and initial action plans for this academic year. Record your responses and be prepared to discuss them with the Executive Committee and/or Chapter.

OPERATIONAL EXCELLENCE

CHAPTER OPERATIONS

1. How can we best educate our members on the chapter budget (so they understand the priorities of the chapter, how money is allocated, and what their dues are for)?
2. What processes/preventive measures can we put into place to avoid past due balances to vendors? Sigma Nu Headquarters?
3. What processes/preventive measures can we put into place to avoid brothers being past due in paying their chapter dues? Are we maximizing the tools provided by our dues collection service? If not, what more could be done?
4. What needs to be done to transition to a digital format for the chapter's financial records (or improve our current system, if anything)?
5. What needs to be done to improve and ensure our adherence to the two-signature check policy of the Fraternity?
6. What should be included in the chapter's annual plan (strategic plan/goals)?
7. What should be the process of creating the chapter's annual plan (strategic plan/goals)? Who should be involved? How often should progress updates be shared with the general membership?
8. What can we do to improve our use of *The Ritual*? Brothers' understanding and respect for its lessons? What needs to change for using *The Ritual* to conform to social distancing limitations (e.g. candidate/initiation ceremonies involve only officers and candidates to reduce group size)?
Note that online/virtual performance or viewing of The Ritual is not an approved option.
9. What can we do to improve our use of committees (e.g. all members involved, committees for all important operational areas)? What meeting schedule should we establish so that all committees are meeting on a regular basis while we're operating virtually?
10. What does our savings situation look like? What could we do to improve that?

STRATEGY SESSION FOR IN-PERSON OPERATIONS

DISCUSSION QUESTIONS

OPERATIONAL EXCELLENCE: GOVERNANCE AND ACCOUNTABILITY

CHAPTER DISCUSSION QUESTIONS

The following questions should be used in chapter and small-group discussions on the subcategory of the Pursuit of Excellence Program listed below.

Please read and discuss each of the questions as a group. Record your responses and be prepared to discuss them with the chapter.

OPERATIONAL EXCELLENCE

GOVERNANCE AND ACCOUNTABILITY

1. What resources can we use to help members better understand The Law of Sigma Nu Fraternity, Inc., and our chapter bylaws?
2. How can we ensure that our chapter bylaws are reviewed and updated on a regular basis? Who should be involved in that process?
3. What can our chapter do to create a stronger sense of accountability?
4. What are some of the problems related to accountability in our chapter? Areas where brothers don't live up to their responsibilities, ducked responsibilities, did not follow through on commitments, or made excuses?
5. What can we do to improve the use of the chapter's Honor/Judicial Board (i.e. educate brothers on its use, membership, and process)? The Trial Code?
6. How can we ensure chapter members are held accountable for their actions and understand their responsibility to live up to the values of Sigma Nu?
7. What needs to be done to ensure all college/university social distancing policies are incorporated into the chapter's operational plans for this year?
8. What can we do to better educate members on our crisis management plan?
9. Which chapter operations issues might we address this year with an All Chapter LEAD session – delegation, effective meetings, officer transitions, or accountability?