

THE OHIO STATE UNIVERSITY
The Ohio Gamma Chapter of Sigma Phi Epsilon Fraternity
Chapter Advisor: Dr. Don Stenta Alumni Corporation President: Michael Repasky

STRATEGIC PLAN: VALUES & MISSION COMPLIANCE 2017 – 2018



Undergraduate and Alumni Statement

Sigma Phi Epsilon is, and will continue to be different. In this document, you will find information on our chapter's strategic plan for 2018. This includes, but is not limited to, our new member program plans, recruitment plan, and social event and risk management plans. The Ohio Gamma Chapter of Sigma Phi Epsilon is a values-based organization, and seeks to lead the way among all student organizations in fostering the development of men of high ideals to positively give back to the campus and community. Sigma Phi Epsilon aims to be a valued partner in higher education, and believes that its mission of building balanced men is aligned with The Ohio State University's mission of education for citizenship. We believe that our behaviors and mission align with that of the University. With in this mind, we hope to continue to lead the way as a model Greek Chapter and help the Sorority and Fraternity Life Office in any capacity to hold not only our brothers accountable, but other Greek students as well.

If you have any questions, comments, or would like to touch base, please feel free to reach out to us at any time. You are more than welcome to stop by the SigEp House or any of our events at any time.

In Virtue, Diligence, and Brotherly Love,

Jason Littman – SigEp President 2017 (513) 967-1814

Simon Turner – SigEp President 2018 (234) 380-7894

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1 Fact Sheet

Age/Year Stats		
1st Years:	0	0.00%
2nd Years:	41	30.60%
3rd Years:	39	29.10%
4th Years:	51	38.06%
5+ Years:	2	1.49%
Active Brothers:	132	97.76%
Co-Op:	2	1.49%

BMP Challenge Stats		
Sigma's:	17	12.69%
Phi's:	62	46.27%
Epsilon's:	46	34.33%
Brother Mentor's:	8	5.97%
Total Brothers:	134	
Breakdown by College/Major		
Fisher College of Business	43	
College of Engineering	26	
Health Sciences	22	
Other	43	

Awards

- Won the 2003, 2005, 2007, 2009, 2011, 2013, 2015, and 2017 Buchanan Cup for Chapter Excellence, the highest honor a SigEp chapter can receive.
- Won 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017 "Chapter of the Year" award given out by the university.
- Won 2013 and 2014 "Outstanding Student Organization" awarded by the university.
- Carlson Leadership Academy (CLA) Awards
 - HOSS Award (Hoop of Steel Society)
 - Excelsior Award for Chapter Leadership
 - Talent Power
- Ohio State Greek Awards 2017
 - Academic Excellence, Outstanding Scholarship Program
 - Outstanding Philanthropy
 - Outstanding Membership Development
 - Volunteer of the Year (Jake Hirsch)
 - Outstanding Chapter President (John Heinmiller)
 - Outstanding Advisory Board
 - Outstanding House Corps
 - Chapter Advocate of the Year (Dr. Matt Stoltzfus)
 - IFC Man of the Year (Kenton Reason)
 - **William H. Hall Chapter of the Year**

"Awards are not an end in and of themselves, but rather a means towards communicating our success to others"
 – Ohio Gamma Bylaws

Spring 2017 GPA: 3.59

Man Power: 134 (Fall 2017) 170 (Spring 2017)

Alumni:

1526 living alumni

41 actively involved in Chapter operations

352 unique alumni donors

2 Recruitment

By successfully recruiting the best men on campus, we ensure a great fraternity experience for our brothers and the long-term success of the Ohio Gamma chapter. We believe in a year-round recruitment process, one in which we are constantly in search of men who fit our ideals of virtue, diligence, and brotherly love. This culture strongly differs from that of the traditional “RUSH” process, where only one week out of the year is dedicated to recruitment activities. SigEp believes that to identify the best men on campus, that our longer process yields members who are going to be successful additions to the organization.

We always have had and will continue to have alcohol-free recruitment events. We believe that recruiting with alcohol is not only against the rules, but encourages people on both sides to join an organization and give out bids for the absolute wrong reasons. We aim to get to know potential new members on a deeper level, uncovering their values and ensuring that they are leaders of our university and have the potential to be made better by being a brother of our Fraternity. Throughout our recruitment process, potential new members are recruited through building genuine relationships and by asking good, open-ended questions – not through superficial methods or flashy events. The more genuine our relationships are, the more assured we can be that said men are good fits for SigEp, and vice versa.

Our chapter makes an effort to meet with potential new members not only at these recruitment events, but outside these events as well. Potential new members will always be contacted by a brother to meet one-on-one to get coffee, work out together, or just talk after class in order to get to know them better. We extend bids to those who will not only be excellent representatives of Sigma Phi Epsilon, but also are of The Ohio State University.

Because Sigma Phi Epsilon recruits year-round, our dedicated team of recruitment committee members meet weekly to discuss strategies to recruit high caliber men and where we

are in the recruitment process, which translates to learning highly transferrable skills. These skills provide life-long lessons that can be applied to other aspects outside the chapter, such as creating relationships and succeeding in the workforce. Some of these concepts include the 5-steps of the sale, selling at the top of the pyramid, how to communicate effectively to get to know someone and have them be comfortable opening up to you, and many others. By focusing on the bigger picture in recruitment meetings, opposed to focusing on talking about PNMs the whole time, we train our brothers to all be strong identifiers of PNMs and it allows us to recruit more high caliber men.

The ideal Vice President of Recruitment leads and manages a large-scale effort to continuously find the top talent on campus. This talent is found from sources like student organizations, as well as referrals from brothers and professors. Once the talent is identified, the recruitment committee must assess each potential new member through both objective criteria (GPA, campus involvement, athletics) and values based criteria (what the student wants out of his fraternity experience, how the student behaves, and his beliefs towards hazing and other destructive behaviors).

At Sigma Phi Epsilon Ohio Gamma, we believe strongly in recruiting values-based men that will have a positive impact on our chapter and the Ohio State community. Men with strong values will make smart and safe decisions and strengthen our chapter's brotherhood and operations. Most importantly, men of strong integrity provide stability and a moral compass in an ever-changing and temptation-filled college environment.

Plan for January 2018

All potential new members will meet with current brothers outside these recruitment events through one-on-one meetings throughout the week

Monday, January 8th: BBQ Night: 1st recruitment event of the week to meet with potential new members while conversing over good food. This will be held at the chapter facilities to first get to know those who are interested. Afterwards, a recruitment meeting will be held for brothers to share their opinions of potential new members that they have met. This first meeting is a time to discuss first impressions, who we should connect potential new members with, and who to keep an eye on for future events.

Tuesday, January 9th: IFC Information Session: 2nd recruitment event of the week to see the same potential new members (and perhaps new faces) to converse over sandwiches. This event will also be held at the chapter facilities to familiarize potential new members with the house and have the opportunity for an IFC representative to give a presentation on Greek Life at Ohio State. At this event, brothers will be connected with potential new members of similar interests. After this event, there will be another recruitment committee meeting to talk about further thoughts. In addition, we will narrow down the potential new member pipeline and decide who to extend primary bids to for Wednesday night.

Wednesday, January 10th: Poker Night (Invite Only): Those who we plan to extend bids to will be given White Room invitations during the day and will be told not to attend this recruitment event, as they will be given bids that night. However, poker night's purpose is to create a welcoming and competitive environment for those potential new members that we are still getting to know on a deeper level. Potential new members are now quite familiarized with the house and more house tours will be given. The competitive atmosphere gives potential new members an insight into Sigma Phi Epsilon's constant winning mentality. Potential new members furtherly discover our brothers' values, and vice versa through open-ended questions and thought-provoking conversation. After this event, our first White Room Ceremony, where we extend bids to deserving men, will take place. We will also hold a brief meeting to discuss who we intend to bring into this chapter come Friday.

Thursday, January 11th: Invite-Only Dinner: This is the final recruitment event for January. Brothers will sit down with potential new members for a formal dinner at a local Columbus restaurant. Here, brothers are available to answer any questions about Sigma Phi Epsilon that may arise during dinner, and current brothers gage the interest in SigEp from the potential new members. At this point, we must assure that these men are interested in joining this fraternity for the right reasons, and they share the same values to be a great fit for the chapter. After driving the potential new members back to their respective residences, the final recruitment meeting of the week will take place to discuss any final thoughts and to finalize a decision for the second White Room Ceremony invitations.

Friday, January 12th: White Room Ceremony: Deserving men will be extended a bid card and asked if they would like to join the Sigma Phi Epsilon Ohio Gamma chapter. It is at this point that we are positive that all of these men will bring great success to Sigma Phi Epsilon, and that they share the same values to be a great asset to this chapter. We ensure that they are the right fit, and we would not be compromising our values by inviting them to join this fraternity.

In **February**, a new recruiting class will be invited to join Sigma Phi Epsilon through a similar, but shorter recruitment week. The events that will be marketed will be similar as those in January in that they both display what Sigma Phi Epsilon is all about, while at the same time uncovering the values of potential new members who are deserving of a bid.

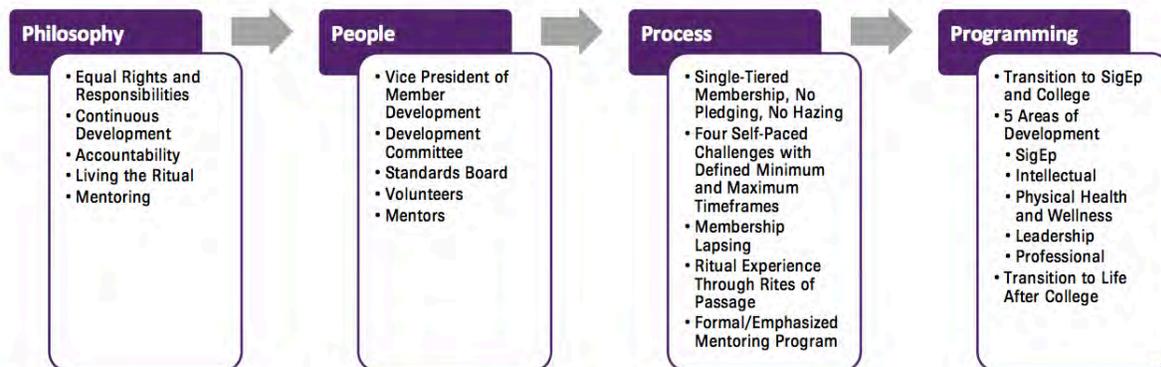
3 Member Development

3.1 The Balanced Man Program

The Balanced Man Program, or BMP, is the foundation of the Ohio Gamma Chapter's member development curriculum, and has been adopted as the development model for all SigEp chapters nationwide. The BMP is focused around five core philosophical tenets:

1. Equal Rights and Responsibilities of Brotherhood
2. Continuous Development
3. Accountability
4. Living the Ritual
5. Mentoring

THE BALANCED MAN PROGRAM FRAMEWORK



Virtue, Diligence, and Brotherly Love – These are the principles upon which Sigma Phi Epsilon was founded. Equal rights and responsibilities is the ultimate expression of brotherly love, allowing all members to contribute, grow as leaders and individuals, and build lasting healthy relationships the day they join the chapter. A member of Sigma Phi Epsilon is expected to commit himself to lifelong learning and development, and to hold his fellow members accountable to do the same. Moreover, a brother is expected to apply the values and messages

of the Ritual of Sigma Phi Epsilon to his everyday life – to stand aggressively for honesty and virtue in all walks of life. As a brother grows and develops during his time in Sigma Phi Epsilon, he is expected to actively mentor and guide those around him to promote their growth and development as well.

These five core tenets are carried out within our chapter's people, processes, and programming. The way in which the Ohio Gamma Chapter implements the Balanced Man Program is discussed below.

3.2 Programming

The Ohio Gamma Chapter of Sigma Phi Epsilon Fraternity has a robust Member Development curriculum which encompasses five areas of development emphasized by our national organization. These developmental areas are outlined below.

SigEp Development:

Ohio Gamma has a strong Sigma challenge which provides brothers with a comprehensive understanding of both the local and national fraternity. Brothers in the Sigma Challenge are given binders at their first Sigma meeting containing information about SigEp history, which the Sigma Coordinators review with the brothers throughout their time in the challenge. In addition, OH Gamma promotes and maintains a strong presence at the SigEp Leadership Continuum. We are consistently a chapter with one of the highest attendances at the Carlson Leadership Academy in February and regularly send brothers to other National SigEp Leadership Continuum events such as Ruck Leadership Academy in June, Life After College in November, and Tragos Quest to Greece in June.

Intellectual Development:

Our chapter puts intellectual development as a priority, which is demonstrated by the chapter-wide cumulative GPA of 3.59 (over 0.3 points above the all Greek Life average). We maintain accountability through an Academic Mentorship program which pairs older and younger brothers with similar majors. The chapter also hosts regular study table sessions where brothers can come work and study together.

Physical Health and Wellness Development:

The chapter promotes a healthy lifestyle for its brothers through an accountability program called the Sound Body challenge. All brothers are required to earn 75 Sound Body Points per semester. These points are accumulated through participating in intramural sports, working out with brothers, participation in weekly fitness challenges, setting and tracking other Sound Body related goals, and other Physical Health and Wellness related activities. In addition, the Sound Body coordinators host informational seminar events for all brothers on Physical Health and Wellness topics. Topics for these seminars have included: dieting for weight loss, muscle gain, etc., proper bench press technique, and information on workout supplements.

Leadership Development:

The chapter puts on multiple leadership Member Development events each semester. In the fall, many of these relate to Ohio Gamma's Balanced Leader Success Series (BLSS) - a series of Member Development events open to brothers and all undergraduate freshman alike. One example of these BLSS events is a leadership panel, where leaders of prominent student organizations on campus speak about their leadership journey and offer advice. Another example is a keynote speaker event relating to the topic of high performing leaders by the Assistant Head Coach for the Ohio State Women's Basketball team, an OH Gamma alumnus.

This year, The BLSS program partnered with Ohio State's First Year Experience office to make these events First Year Success Series events. Men and women in their first year were able to attend SigEp events to learn about leadership and getting involved in their first year. SigEp remains the only Greek organization to partake in this program. Most notably, the chapter partnered with the President of The Ohio State University, Dr. Michael Drake, who came to the chapter house and spoke to the chapter about leadership in a position as broad and influential as he occupies.

Professional Development:

Ohio Gamma is full of brothers with outstanding professional experience, and our Member Development program puts an emphasis on helping brothers to continue this trend. In the fall, the chapter hosts career fair prep and resume review events for brothers going through the recruiting process. This past spring, we brought in a prominent professor to speak about his experience in industry and time on Wall Street. The chapter also maintains a list of the professional work experiences brothers have held which anyone can access to identify brothers they can go to for advice or insight about a certain company or field.

3.3 Process

Upon joining the chapter, members of Sigma Phi Epsilon enter the Sigma Challenge. This is our chapter's new member development model and is discussed in detail in Section 3.4. The Sigma challenge's main priority is introducing new brothers to the Brothers, the Chapter, Greek Life, the Headquarters of SigEp, and local and national heritage of our Fraternity. Members in this challenge experience equal rights and responsibilities of brothers in any other challenge. It is all part of their own personal challenge in the BMP, and not a means to be looked at or treated as a lesser brother.

After completion of the Sigma Challenge, brothers complete the Phi rite of Passage and enter into the Phi Challenge of the BMP. Our Phi Challenge is structured around mentorship, knowledge of the ritual of Sigma Phi Epsilon, and self-awareness. By the time brothers enter the Phi Challenge, they are expected to possess strong understandings of the chapter, university, and local and national Greek structures. They are also expected to have selected a formal chapter mentor by this time. The “mentor” role is comparable to other Greek chapter’s “big” and “little” program. Our Chapter believes that titling it this does not do the relationship justice and encourages stereotypical traditional behavior of this relationship, and not the mentoring experience that is aimed to be achieved. In Phi, brothers are expected to attend committee and executive board meetings, as well as reflect upon and document their self-awareness through a formal letter-to-self. Brothers experience mentorship during the Phi Challenge by interacting with their chapter mentor and other older brothers and by serving as a guide for a new member. Furthermore, brothers in Phi are encouraged to engage with the Academic Mentorship Program – either as a mentor or mentee – to boost their study habits and/or to help others succeed academically. Brothers engage in a formal Phi Ritual study, and attend bi-weekly organized Phi events in which the ritual is discussed and applied to college and fraternity life. Guides are encouraged to discuss the Sigma ritual with their guidees, a beneficial process for both participants. Most Phi events are centered around self-awareness. Signature Phi events include Phi Fear, an event in which brothers reflect on their fears, and Phi Faith, a series of events in which brothers learn about various faiths and consider their own spirituality.

After completion of the Phi Challenge, brothers have the opportunity to sit down and discuss their development with the Vice President of Member Development and their mentors within the chapter. Upon successful completion of this discussion, a brother is elevated to the Epsilon Challenge. Each semester’s Epsilon Challenge events surround the themes Leader, Scholar, Athlete, and Gentleman. Though events occasionally deviate from this structure, is has

been quite successful. We recently have included the addition of Epsilon Talks to the Epsilon Challenge plan. During these Epsilon Talks, Epsilon brothers, sometimes in pairs, facilitate presentations to all brothers surrounding their interests and passions. These presentations have been on topics such as leadership, academics, research, fitness, and personal development. These talks help Epsilons gain public speaking experience and also foster development for brothers in attendance.

We have focused on ensuring that each stage of our chapter's Balanced Man Program has clear expectations and provides brothers of all ages with an engaging developmental curriculum. Stressing the philosophy of Continuous Development is crucial in order to prevent brothers from becoming stagnant in their development during their time in college and in Sigma Phi Epsilon.

3.4 New Member Development

Upon joining Sigma Phi Epsilon, a member enters into the Sigma Challenge and possesses full rights and responsibilities of brotherhood. New member rights and responsibilities do not differ from those of older members. New members are strongly encouraged to contribute in chapter proceedings, including elections and chapter discussions. In terms of Balanced Man Program responsibilities, unlike brothers in the Phi, Epsilon, and Brother Mentor challenges, Sigma brothers are not subject to fines for failure to meet developmental requirements. Instead, brothers in the Sigma Challenge are held accountable for their developmental requirements by Sigma Coordinators, chapter mentors, and the Standards Board.

Our Sigma Challenge helps new members adjust to the chapter, campus, and community through weekly Sigma meetings and chapter-wide events. At the beginning of their time in the chapter, Sigma brothers are given a binder containing the information they will be

exposed to in the Sigma Challenge (including but not limited to: local and national fraternity history, the Greek alphabet, and information about the Balanced Man Program, etc.). At weekly Sigma meetings, this information is covered by the Sigma Coordinators. Sigma brothers are also assigned a New Member Mentor or “Guide” which helps facilitate their transition into the chapter. Sigma and Guides fill out and sign a “Guide-Guidee Contract” in which Sigma brothers list SMART goals in the areas of Sound Mind, Body, and Spirit for their time in the Sigma challenge. This allows their guide to help them achieve these goals and hold them accountable (See Appendix B: Guide/Guidee Contract).

In addition to this, Sigma brothers are fully incorporated into chapter-wide events and specific programming is put on to help them acclimate to the chapter, campus, and community. Events like Sigma/Phi “Speed Dating” and Sigma/Epsilon dinners facilitate the interaction between Sigma brothers and older brothers. These events help to integrate Sigma brothers into the chapter and introduce them to the involvements of older brothers in the campus and the community. Sigma brothers are also encouraged to attend committee meetings and participate in service events which further exposes them to the chapter, campus, and community (See New Member Calendar in Section 11.3).

3.5 Alumni Support and Guidance

Our extensive Alumni and Volunteer Corporation (AVC) network plays an important role in our Balanced Man Program. Two main advisors work with the Vice President of Member Development and his development committee – one is a graduate student at Ohio State from another SigEp chapter, and one is an Ohio Gamma alumnus and former VPMD. These two individuals work closely with the VPMD on day-to-day and bigger picture considerations and mentor brothers who aspire to work on the chapter’s Member Development program. In addition, chapter alumni play an active role in our BMP in that they often speak and lead

developmental events. These alumni are especially useful in career-oriented events, and many have special skills which prove beneficial to our BMP.

3.6 Member Development and University Integration

Ohio Gamma utilizes a number of outside resources to provide engaging and impactful programming across all four challenges. In the Sigma challenge, our Chapter Advisor, Don Stenta, comes to a Sigma meeting to speak to brothers in the Sigma Challenge to introduce himself, and speak about accountability and the role of the AVC.

In the Phi, Epsilon, and Brother Mentor challenges, the chapter has partnered with Subject Matter Experts on a variety of topics to put on meaningful development events. In one such event this past year, the chapter brought in a clinical professor from the business school to speak about his experience as a fund manager on Wall Street and his advice for success. On a weekly basis, the chapter's recruitment AVC advisor comes to the chapter house and, along with the VP of Recruitment, facilitates recruitment meetings where brothers learn the fundamentals of recruitment strategies and how such topics relate to skills that will help oneself in their professional careers.

Ohio Gamma also takes advantage of resources that the university offers as opportunities for member development for all challenges. The chapter as a whole has gone to lectures put on through the university on a variety of subjects, and has brought in prominent leaders of other student organizations to chapter meetings to speak on issues ranging from off-campus safety to diversity training and awareness. In one specific instance this past year, the chapter brought in the President of the University, Dr. Michael Drake, to the chapter house for a chapter dinner where he spoke about his leadership journey, how he manages his many roles and responsibilities, and how he uses his vision and drive to shape higher education policy across the country. Last spring, we planned a luncheon for brothers to discuss with Dr. Javaune

Adams-Gaston, Ohio State's Senior Vice President for Student Life, the meaning of Ohio State's motto *Disciplina in Civitatem*, Education for citizenship, and how this applies to fraternity life. Finally, we work closely with Ohio State professors for our chapter's academic mentorship program and also as speakers and facilitators of development events.

4 Risk Management

Purpose of Social Events

Social events are an opportunity to socialize with brothers, as well as those in other Greek organizations. Our chapter considers social events as both events with alcohol present (Block parties, Themed Gatherings, Homecoming/Greek Week celebrations), as well as dry events (cookouts at Chapter facilities, study tables, mixers, joint philanthropic events). Both types of events are meant to provide a fun outlet for all parties involved to have a good time and to expand one's network. Relationships are essential to one's life and college experience, and social events are meant to promote these relationships.

The chapter aims to have a balanced calendar in regard to social events, member development events, campus engagement events and residential learning community events. Typically, we will have 1-2 social events per week where alcohol is present. The sections below outline the policies we follow to ensure that these events with alcohol are safe for all parties involved, as well as compliant with all regulations per SigEp Headquarters and The Ohio State University.

Sober Brother Protocol

- At least 7 sober brothers for each event in compliance with IFC regulations.
 - 1 sober captain who is 21 years of age or older
 - 1 sober brother who serves on the Chapter's Executive Board
- GroupMe established for each event to communicate throughout event as to the status of the event.
- 2 sober brothers at the door, 2 sober brothers at the bar, remaining brothers walk around and monitor the event
- 3rd party security hired for high risk events

- All guests are checked at the door to ensure they are on the list. ID's are also examined to determine age of the guest. Those under 21 are given marked with "X"s on both hands via Sharpie and are prohibited from drinking or receiving drinks at the bar. Those who are 21 and above are given wristbands to wear to identify as such.
- Sober brothers working bar are to physically distribute drinks and look recipient in the eye to evaluate their state of well-being.
- To SigEp, Sober brothers mean SOBER. We have a strict adherence to this policy and have expelled brothers in previous semesters for not taking this duty seriously.

Adherence to Chapter, IFC, SigEp HQ Policies, and Government Laws

- All events are strictly BYOB policy where brothers are responsible for bringing drinks for themselves and others. These drinks are those that are acceptable to IFC policies (beer, wine, cider, and not liquor)
- We are absolutely against having liquor at our social events and strictly enforce this.
- Drugs are absolutely prohibited at SigEp Social events.
- All social events are registered through the Sorority and Fraternity Life portal.
- Food (usually pizza) is ordered to serve the patrons of the event.
- Water and Gatorade is available at the bar for distribution to guests.
- At the beginning of transitioning new officers, all required officers and social chairs attend the university led risk management events.

Actionable Items for Chapter

- Semesterly Risk Management presentation
- A risk management email is sent out 24 hours prior to each social event which details the plans for the event, the sober brothers for the event, and tips for having the safest experience possible.

- Signage is posted at event venues to identify sober monitors as resources for event attendees, as well as to identify transportation services for attendees.
- Guest list for events where brothers are allowed to invite people. The list submission portal closes one day before the event.
- At each Chapter meeting, we remind the brothers of acceptable conduct at all times and social events in particular.
- In addition to our Vice President of Programming being the chief risk manager of the Chapter, the President also shares in the responsibility for enforcing all risk management directives. The position of Risk Manager and Assistant Risk Manager has also been established to carry out these duties. These four are always on high alert for risky circumstances wherever they may arise.
- Before each event, the Executive Board discusses the event we are about to have and evaluate the plans currently in place to mitigate all risk.
- After the event, the executive debriefs the event to identify areas of strength and areas for improvement of execution.

Rights and Responsibilities of Brotherhood

Every year, the Brothers of the Chapter are required to sign a copy of the Rights and Responsibilities of Brotherhood as outline in the Chapter's bylaws. This ensures that all brothers are well versed in what is acceptable and expected of them. This ensures that Brothers understand what qualifies as risky and unacceptable behavior (Appendix D: Rights and Responsibilities of Brotherhood).

5 Standards and Accountability

Role of Standards Board

Sigma Phi Epsilon was founded on the cardinal principles of virtue, diligence and brotherly love. It is our duty as brothers of this fraternity to hold each other accountable in living up to those values. First and foremost, this is accomplished by the elected Standards Board, which acts as the judicial branch of the chapter. These brothers are responsible for upholding Grand Chapter and local bylaws, resolving disputes between brothers, holding trials and coordinating appeals for brothers who fall short of chapter standards. Brothers who are elected to the Standards Board were chosen because they are role models within the chapter and the Ohio State community. Additionally, the Standards Board plans the performance and study of the Ritual, as well as ensures the presence of Ritual in everyday chapter life - as it is what binds us all together.

SigEp aims to always do the right thing. However, 100% of the time, 100% of the people can't be doing the right thing. Therefore, SigEp strives to create a culture of accountability where our standards board seeks to support our brothers to uphold our values. In the past, SigEp has always acted quickly when situations may arise. These include but are not limited to instances of drinking in letters, violation of sober brother responsibilities, conduct unbecoming of a brother, not holding our fraternity in the best of light, and others. As these are not frequent, the Board's swift and heavy approach ensures that all Brothers understand what is expected of men who seek to be held to a higher standard.

Accountability

Accountability is not limited to just the members of the Standards Board. As brothers, we pride ourselves in holding each other accountable daily. Whether it be having tough conversations with a brother about their recent personal choices, mentoring a brother who is

struggling in school or reminding a brother to continue living out our cardinal principles, the brothers of SigEp strive to hold each other to a higher standard.

Academic Mentorship Program

Academic excellence is the number one priority for us as brothers. The Ohio Gamma chapter has achieved a chapter GPA of over 3.50 for the last 3 consecutive semesters and a chapter GPA of over 3.40 for the last 9 consecutive semesters. We have achieved this great success by holding each other academically accountable, as well as implementing an Academic Mentorship Program a few semesters ago. The Academic Mentorship Program assigns brothers' academic mentors of their same major and provides these pairings with useful material to find success in holding each other accountable. As a brother of SigEp, you must achieve a GPA of 3.0 or above every semester. If you fail to meet this minimum GPA requirement, you are automatically assigned to an academic mentor. This approach has shown to be successful as we have had not had any brothers fall below a 3.0 for two consecutive semesters (since the Academic Mentorship Program was founded). Overall, we are very proud of the success we have found in the classroom and plan to continue raising the bar for what fraternity men can achieve as students of The Ohio State University.

Rights and Responsibilities of Brotherhood

Every year, the Brothers of the Chapter are required to sign a copy of the Rights and Responsibilities of Brotherhood as outline in the Chapter's bylaws. This ensures that all brothers are well versed in what is acceptable and expected of them (Appendix D: Rights and Responsibilities of Brotherhood).

6 Campus Engagement

6.1 Service and Philanthropy

The Ohio Gamma chapter makes an impact on the Greater Columbus community multiple times a year. Each Spring Semester, the men of the Ohio Gamma chapter participate in the chapter's own Dr. Seuss Week of Service, which focuses on increasing the literacy rates of children in the Columbus area. During this week, the chapter donates their time to read with children at local libraries, to present about the history of Dr. Seuss to children in low-income areas, and to collect books to be donated to Nationwide Children's Hospital. In addition to having a service week in the Spring, we also impact the community with SPE Week of Service during the Fall Semester. SPE Week stands for Service, Philanthropy, and Engagement Week, which focuses on giving back to the community while learning about social issues that exist around us. During our inaugural week this Fall, we organized a food drive that aimed to collect over 2,000 lbs. of food, we were visited by Ohio State's Board of Trustees Vice President Blake Thompson, and we organized a blood drive in collaboration with the American Red Cross, which they noted was the "best blood drive they've done with a fraternity." While we are serving the community, our brothers are gaining awareness of the issues that exist in society. Through exposure with local non-profits and social services, our brothers see how giving back to others is both internally fulfilling for ourselves and how it greatly benefits others. In addition to our planned service and philanthropy events, the Ohio Gamma chapter is involved with the greater-Ohio State community. We emphasize the importance of our brothers supporting other student organizations and Greek chapters in their philanthropic endeavors. This year, we have 49 brothers signed up to participate in BuckeyeThon and plan to raise over \$10,000 as a team.

6.2 Balanced Man Scholarship

The Balanced Man Scholarship is a \$5000 scholarship awarded annually to incoming male freshmen who live out the values of Sigma Phi Epsilon. This scholarship is funded partly by the undergraduate budget and partly from the Alumni Volunteer Corporation. Through formal interviews and other events specifically designed for applicants, we are able to identify some of the highest achieving and most motivated students and award them for these qualities. This scholarship is important to Sigma Phi Epsilon because we are assisting freshmen not only financially, but also personally by creating events that help them be successful during their freshman year and beyond.

The scholarship process typically begins in March when we open the scholarship up to applicants. The application consists of information about their academic, athletic, and extracurricular involvements and high school and also gives applicants an open opportunity to share about themselves. Throughout second semester and the summer, brothers responsible for the scholarship market it to guidance counselors, alumni clubs, Ohio State Honors & Scholars, and many more. This allows us to reach a diverse and impressive group of students. Before the school year starts, typically the first or second weekend in August, we host the Balanced Man Scholarship Summer Event. All students who have applied for the scholarship by July 1 are invited to attend this event with their families. At the event, hosted in the Ohio Union, we invite leaders at Ohio State and in Columbus to speak on their life experiences and provide applicants advice on how to be successful in their freshman year of college and beyond. In the past, we have hosted speakers such as Sean Anthony, Director of Sales Operations at Kforce Inc., James Larcus, Wellness Coaching Senior Program Coordinator at Ohio State, and Jen Pelletier, Associate Director for Leadership, Service, and Student Organizations at Ohio State. We have gotten extremely positive feedback on this event in the past with students noting that

this event eased their fears about college and allowed them to meet other like-minded individuals in the incoming freshman class.

The scholarship application is typically closed in early September. From the pool of around 300 applicants, we select approximately 150 semi-finalists. All of these semi-finalists are then invited to participate in a group interview with brothers of Sigma Phi Epsilon. After this, the field is narrowed to around 80 finalists. Finalists are again invited to an individual interview with brothers of the fraternity. In November, we also typically host two informal events that allow us to gauge a candidates' fit for the scholarship. By having events at Skyzone Trampoline Parks and Splatterpark Paintball, we are able to gauge candidates' character and allow them to understand the values of Sigma Phi Epsilon. We then deliberate and select the winners of the scholarship. The scholarship process concludes immediately before the spring semester with the Balanced Man Celebration. All finalists and their families are invited to attend this event. Similar to the summer event, we feature a keynote speaker who provides students with an opportunity to learn from an experienced and respected professional. This past year we hosted Doug Ulman, CEO of Pelotonia. At the Balanced Man Celebration, we also honor brothers who best live out our values and make a significant impact on our chapter. Most importantly, this is where the scholarship is awarded. We typically honor about 3-4 honorable mentions, and then 3rd, 2nd, and 1st winners of the scholarship; all honorable mentions and top three receive financial aid.

We believe that this scholarship benefits us as a fraternity because it allows us to give back to the community and recognize those who are looking to make a significant impact on the university. This also benefits applicants as they can receive financial assistance for their academics, but also provides them with unique learning opportunities. While we believe that this scholarship is excellent, we recognize that there are ways to improve what we do. The biggest room for growth is within the marketing of the scholarship. We would like to have as diverse and as large a group of students apply for the scholarship. Casting this wider net would allow us to

better identify those who best live out what the fraternity stands for. Additionally, we would like to improve the informal events to allow them to be more meaningful to applicants. This could involve pairing brothers and applicants to participate in the activities based on similar interests and passions. In conclusion, the Balanced Man Scholarship is crucial to Sigma Phi Epsilon and also better the Ohio State community.

At the Balanced Man Celebration, Brother awards are given in addition to those to the freshmen community. These include the Faithful Friend Award, Community Service Award, Campus Impact Award, and the Balanced Man of the Year. Scholarships are also given to those who receive exceptionally high GPA's.

6.3 Balanced Leadership Success Series

The Balanced Leadership Success Series (BLSS) is an initiative Sigma Phi Epsilon has taken to help with the mission of the First Year Experience Office. Formerly, the Balanced Man Success Series, this initiative provides development opportunities to first year students. While our events have been successful in previous years, we decided to continue our fraternity's goal of being a "valued partner in higher education" by changing our name and structure to offer First Year Success Series events. Sigma Phi Epsilon is the first social Greek organization to take such an initiative. This shift has allowed us to extend services to first year women, broadening the impact of our mission. While it was our first semester providing FYSS events, we have made our events very beneficial. When compiling our six-question averages (on a scale from one to five, five being the best), we found total scores of 3.9/5 for our "Impactful Service" event, 4.1/5 for our "Motivation" event, and 4.3/5 for our "Student Leadership Panel". These numbers are gathered from the reflections first year students complete after attending our sessions.

We see ourselves as pioneers of Greek Life. We know the partnerships available with the university, and we will work to attain them. While we have done well in our first year of BLSS, we are not near our potential for impact. Our goal is to double the number of events offered next year from three to six. We want to offer events addressing the importance of mental health and engagement with the Columbus community. Through conversations with the First Year Experience office, we have discovered technical areas of improvement and will be sure to implement them in our coming year. We expect BLSS to grow and to continue to be a premier opportunity for development, and we look forward to the improvement ahead.

7 Residential Learning Community

During college, a majority of the student's learning takes place outside of the classroom. With this in mind, the Residential Learning Community (RLC) concept was born. It is critical for students to surround themselves within a living learning environment to foster their personal growth and development, academic success, overall health and wellness.

Ohio Gamma's chapter facilities are an accredited Residential Learning Community, meeting or exceeding all acceptance criteria outlined by SigEp Headquarters (Appendix C: RLC Requirements). The Ohio Gamma Chapter Facilities have also exceeded the Greek Housing Standard and have been approved to fulfill the second-year live-on requirement per The Ohio State University. The Ohio Gamma RLC parallels the living-learning communities within the university's residence halls, bringing together like-minded individuals and creating an environment and programming conducive to the growth and development of its members.

Ohio Gamma's Residential Learning Community is central in our chapter's mission of building balanced leaders for the world's communities, and it is promoted through integration of three key factors: undergraduates, alumni, and the university. Chapter facilities are alumni owned and university operated. Housekeeping, maintenance, and student safety services are provided on a regular basis by the university, and active communication among undergraduates, alumni and the university, help to drive continued improvements to chapter facilities, such as a recently installed security camera system, to ensure the living-learning environment is promoted. The structure and regulations of our chapter facilities work to support the chapter's mission, the university's values, and to create an inclusive environment free from tobacco, substances and violence. First, all common areas of our chapter facilities are dry and are tobacco and substance free. Among other things, courtesy hours are in place that promote the academic and professional success of our brothers, and each brother is charged

with maintaining the upkeep and cleanliness of our facilities. Additionally, we have an on-site chef and meal plan that is available to all brothers, helping to keep out-of-house members engaged. The facilities also house an extensive fitness area which is constantly being improved to help brothers achieve and maintain their physical health and wellness.

The living-learning environment is primarily driven through consistent RLC programming which challenges brothers' growth and approach to the world around them. Programming is planned and executed by the chapter's Vice President of the Residential Learning Community and his committee, and includes topics such as mental health and wellness, off-campus safety, health and nutrition, and diversity and inclusion. Programming is often performed in collaboration with Ohio State Faculty and/or community members. Examples of RLC events over the past year include meal preparation workshops, REACH training, an on-site social dance class, Buckeyes Got Your Back training, and an event focused around intent vs. impact. Upcoming events surround topics such as cooking after college, healthy discourse and dialogue, and meditation and reflection.

Ohio Gamma's RLC committee and Chapter Advisor have also worked with The Ohio State University to discuss the possibility of forming a SigEp STEP cohort, which would corroborate SigEp's Balanced Man Program and further promote the living-learning environment within chapter facilities. This concept is a way to expand upon Ohio Gamma's strong relationship with the university while also instilling the chapter's values into its members.

8 Alumni Engagement

A driver of success for the Ohio Gamma Chapter of Sigma Phi Epsilon is the size, support and engagement of its Alumni and Volunteer Corporation (AVC). The Ohio Gamma AVC is involved in almost every aspect of our chapter, ranging from mentoring and supporting chapter leaders to funding scholarships and collaborating with university partners. Each undergraduate executive board member is paired with an AVC mentor who supports and coaches the leader during his time in office, and often beyond. At least one alumni volunteer is also present at all undergraduate executive board and chapter meetings to increase engagement and mentorship opportunities, as well as ensure that chapter operations are in alignment with both the fraternity's values and the university's values.

Recently, the Alumni Volunteer Corporation has implemented a "Young Alumni" Program which utilizes recent SigEp alumni in the Columbus area as informal mentors for the undergraduate chapter. This not only increases alumni engagement and mentorship opportunities for undergraduates, but also creates a pipeline of future AVC leaders to ensure continuity and longevity within the strong alumni support and service.

9 2017 Executive Board Goals

Chapter Goals

1. SigEp Leadership Continuum
 - 40 CLA attendees
 - 8 Conclave attendees
 - Ruck attendee
 - Tragos Finalist
2. Best chapter on Campus
 - Chapter of the year - January 20th 2017
 - Student org of the year - February 6th 2017
 - Buchanan Cup - March 5th
 - Highest GPA on Campus - 3.6
3. Reform Sound Body Challenge with Bylaw amendment and implementation
 - Have bylaw proposed by first week of February
 - at least 3 Intramural championships
 - 90% Chapter completion of Challenge in Semester

President's Goals

1. Make the BMSS the top Development program for freshmen in the Fall
 - Average of 60 freshmen attendees at events
 - Average of 30 SigEps at BMSS
 - Hold at least 5 events (Sound Mind, Sound Body, Career focused, University involvement, Leadership)
 - Partner with the university to make it a First Year success series
2. Hold Vice Presidents accountable to accomplishing their goals
3. Make Chapters enjoyable and valuable
 - Fulfill Diversity, Health and wellness and Housing SOES
 - Have 2 alumni presentations in semester
 - Pass The Gavel sessions at least once a semester
 - Host A Dinner with SigEp - February 27th 5:30 pm with a very special guest
4. Perform the Burning Heart Ritual

Programming

1. By the end of the semester have 75% attendance by the chapter at one programming event
2. Have at least two alcohol free social events this semester
3. Have zero Risk Management violations both semesters

Recruitment

1. Bring in 8-10 guys on February 13th
2. Have 8 Sigmas at every recruitment meeting
3. 400 Balanced Man Scholarship Applicants

Member Development

1. 100% of the Spring 17 Sigma class have a chapter mentor by the time they sit for their Phi discussion
 - o Establish Challenge expectations for all four challenges (i.e., what the Challenge consists of) by end of SP 17 semester
 - o Establish the requirements that a brother must meet before they are eligible to sit for the Phi, Epsilon, and BM discussion by end of SP 17 semester
 - o Establish how to know when a brother has developed enough to transition to the next challenge by end of SP 17 semester
2. Use the BMP app in all four challenges by the end of Spring 17 semester
3. Brother Mentors have a list of 2-3 potential community mentors by the end of the Spring 17 semester
4. 100% of BMs have a community mentor by end of the AU '17 semester

Chaplain

1. Have a successful academic mentorship program measured by a chapter average GPA of 3.6 and <6 people falling below the 3.0 GPA requirement
2. Improve the ritual experience through focus on efficiency, understanding and involvement.
 - o Metrics:
 - a) 75% attendance at each ritual (of members who can attend)
 - b) Ritual Discussions no later than one week after brothers goes through
3. Increase involvement of Dr. Fus within SigEp getting him out to two chapters this semester to give a workshop on how to be successful in the classroom.

Finance

1. Balance the Budget
2. Have all final costs for events in the budget doc within 7 days
3. Have 2 finance-based events

Communications

1. Get OH Gamma in the newspaper (for a positive thing) before the end of the semester, preferably within a month of Dr. Seuss Week
2. Release 2 newsletters by the end of the term
3. Enhance Tech Presence at chapter (every other week)

Campus Engagement

1. Have 100% of the chapter complete the chapter census by Feb. 1st
2. Have 95% of the chapter participate in at least one service event facilitated by the chapter each semester
3. Create 15 meaningful positions on the campus engagement committee to integrate as many brothers as possible.

Residential Learning Community

1. Form SigEp STEP Cohort by April 1, 2017, and have 100% participation from rising freshmen.
2. Create 1 Signature Alumni/Undergraduate Event by March 1, 2017 for each semester.
3. Have a waitlist of 5 brothers wanting to live in the House when Housing contracts are

10 Next Steps

10.1 Excellence through Transition

Mentorship

For Ohio Gamma, moving forward it is pivotal that we continue our tradition of excellence through this executive board transition. With that in mind, we are stressing, as we always have, the importance of mentorship from one board to the next. Each current board member has planned meetings with his predecessor and our Executive Board retreat, a day full of teaching and mentorship, is planned for the coming weekend. At this retreat, brothers discuss the strengths and weaknesses of each position, their goals for the year, and how they plan to further growth of the chapter. Also, during this overlap time following elections but prior to the official transition, the current board and the new board are working hand in hand, to ensure a nearly seamless exchange of leadership. This helps to maintain our current levels of excellence and set the next board up for great success.

Values Alignment

One theme perpetually on the radar of SigEp brothers, and especially the leaders of SigEp, is values alignment. It is incredibly important that our brothers adhere themselves to our core values of Virtue, Diligence, and Brotherly Love and that our leaders make every decision using these as the guiding forces. The incoming board is very aware of this and following the last section, *Accountability*, strives to hold one another to the high values which we subscribe so that all decisions will remain through the frame of Virtue, Diligence, and Brotherly Love.

A Model Greek Chapter

As a chapter, Sigma Phi Epsilon seeks to be a model for Greek Life at Ohio State. Though we, as a chapter, always seek to raise the bar and perpetually improve, we believe that our policies and culture reflect that of a highly effective social fraternity.

At its core, Greek Life is a place for college-aged men and women to form lifelong relationships and to grow into adults who value lofty ideals. The need to return to this definition is present in nearly every Greek chapter at The Ohio State University. As a successful chapter, Sigma Phi Epsilon wishes to serve as a resource to both the University as well as to other Greek chapters, First, the university can reach out to the leaders of SigEp to learn effective ways of creating change and fighting complacency in the Greek Community. On the other hand, SigEp Ohio Gamma hopes that leaders of other chapters, when seeking to eradicate issues and challenge processes, reaches out to SigEp, as we have had to face such problems in the past and have knowledge and experience which could be very helpful to others seeking change.

10.2 Incoming Executive Board Goals

For the incoming Executive Board, we have lofty goals which we wish to achieve during our terms.

President

The incoming President plans to enhance the Balanced Leadership Success Series partnership with the university. To do so, it is imperative to learn from the mistakes and successes of this year's BLSS program and use that knowledge to improve the program next year. This means events will be planned further in advance, requirements will be double-checked with university staff, and brother participation will be locked down ahead of time. Another goal of the president is to win the William H. Hall Chapter of the Year award from the SFL as well as multiple other SFL awards, including but not limited to Outstanding Scholarship Plan, Outstanding Community Service Program, Outstanding Recruitment Program, Outstanding Member Development, and Challenge the Process. Furthermore, the incoming President plans to push his board for such excellence that Sigma Phi Epsilon will be awarded the Outstanding Student Organization award at the Office of Student Life's annual Leadership Awards.

Vice President of Programming

The Vice President of Programming's top priority, has been and always will be, to have zero risk management complications throughout the year. SigEp has many safeguards in place to prevent these types of issues, all of which are outlined in the Risk Management Section. Another goal of the Vice President of Programming is to increase the number of non-traditional social events. We anticipate hosting approximately 5 study tables or cookouts with sororities where alcohol will not be served, thus creating a safe, positive, and unique social atmosphere. Lastly, the incoming Vice President of Programming plans to maximize the use of the chapter's programming budget by creating value-adding events in order to positively contribute to the fraternal experience of our brothers. This means that there will be an improved focus on quality over quantity applied to events, with the goal of having greater impact and better attendance from SigEp brothers.

Vice President of Recruitment

The incoming Vice President of Recruitment has five specific goals he plans to complete over the course of the coming year. First, he wants to have greater attendance at his weekly meetings, specifically, he would like to have at least 12 brothers at each meeting. Next, he would like our January and February classes to have more than 50 high quality men. Continuing on, he would like to have more than 350 applicants for the Balanced Man Scholarship by the time classes start in August and would like to bring in 15 more new brothers in September. Lastly, he would like to have greater numbers at every recruitment event, specifically, there should be at least 1 brother for every 1 potential new member.

Vice President of Member Development

Our VP of Member Development wishes to get the BMP app up and running so that brothers can have a clear idea of what is expected of them while they are in their challenge. This is also a great way for challenge coordinators to communicate with their challenge members and monitor their progress throughout the challenge. The BMP app will provide more structure to each challenge, and be a useful tool for brothers to stay up to date with developmental opportunities.

Furthermore, the VP of Member Development is seeking to improve Epsilon Discussions. Epsilon discussions are unique to our Ohio Gamma Chapter. This is great opportunity for brothers to open up about past experiences that have shaped who they are as a person and what they would like to do in the future and an Epsilon Discussion is what determines whether or not a Phi brother may move on to the Epsilon Challenge. Moving forward, a new bylaw proposal will be made which will require a minimum number of brothers to attend each discussion and have Phi coordinators and the VP of MD present to facilitate.

Epsilon talks, the equivalent to a Ted Talk for SigEp brothers, are an excellent way for brothers with a particular set of expertise in a certain area teach younger brothers tips and tricks to be successful. Our VP of MD wishes to bring these back as they are incredibly knowledgeable and motivating to other brothers.

Lastly, the VP of Member Development wish to make improvements to the Brother Mentor challenge, the final level of the Balanced Man Program, to have events that involve life after college (which will be organized by alumni and the Brother Mentor coordinator). Also, there should be a Brother Mentor retreat at some point during the year. Also, more brothers should have a say in who becomes Brother Mentors, potentially from a nomination process of all Epsilons. This would allow for a more diverse set of Brother Mentors, and provide more interest for accomplished brothers to desire to join into the Brother Mentor challenge.

Chaplain

This year, we wish to earn a chapter GPA of 3.60. Our Chaplain will attain this through the Academic Mentorship Program by matching those excelling in their major with those who may be struggling. Also, our Chaplain plans to partner with the VP of Programming to have study tables with Sororities during the week leading up to an event with them. Furthermore, the Chaplain wishes to increase the number of brothers at chapter and strengthen involvement as a whole by reaching out to brothers who only come to one type of SigEp event. Whether the event is social, member development, or RLC, the Chaplain and his standard board want to reach out to members who are not fully participating to show them the full value of Sigma Phi Epsilon.

Vice President of Finance

The incoming Vice President of Finance, who manages chapter funds alongside the Alumni Volunteer Corporation, has 5 specific goals to complete during his term. First, he must fill committee positions with brothers who are responsible and passionate about the roles. To accomplish this, he will wait for committee applications to be complete and encourage brothers who he thinks would be interested in roles to apply. He plans to fill over 75% of roles after application closes, leaving one or two spots open for new Brothers who join in January or February to become parts of the committee.

To enhance financial wellness in the chapter, another goal of the VP Finance is to work alongside the Financial Event Director to plan one financial wellness event from topics such as personal savings, credit, investments, etc, every 1.5 months each semester. At least one event should have a speaker who is not a student. To accomplish this, he will meet with his Financial Event Director weekly to discuss progress and to reach out to speakers.

Another Goal of the Vice President of Finance is to create finance committee meetings every 2-3 weeks where brothers can help with personal finances for other brothers (i.e. making

a personal budget), and talk about our SigEp budget and how our chapter can best utilize our funds. To complete this goal, the VP Finance will choose a committed applicant to the Assistant to VP Finance role, one who can display budgeting skills. Then, he will set time aside on his calendar for committee meetings and send out time availability for those who are interested in coming to maximize outreach.

Lastly, the VP Finance plans to complete a budget that is visible to brothers and has a line item section to see where money is being spent. Also, he must receive greater than an 80% approval rating of budget. To do this, he will add a line items section to each area of budget that shows a specific expensed event, the cost and who paid for said event. It is necessary to communicate with brothers before sending budget out to assure money is going where needed. Lastly, he will meet with each executive board member to discuss allocation needs.

Vice President of Communications

The Vice President of Communications, who oversees all chapter technology and communication mediums both within the chapter and with the external has specific goals for the year as well. First, he wants to have an article published in the Columbus Dispatch which enlightens others as to the great things Sigma Phi Epsilon is doing at Ohio State. Next, he wants to release a high-quality newsletter each semester to alumni as well as to families. The next goal he has is to set up a chapter dropbox where brothers can easily submit photos to be used for social media, house decorations, and other publications. He wishes to use his role to secure corporate partnerships which can bring extra funding to the chapter to help offset member dues. Since VP Communications sits as an intermediary between alumni and undergraduates, he looks to use his position to make connections with alumni in order to increase attendance at the SigEp Alumni Golf Outing and the Alumni Holiday Dinner. Another goal is to enhance the SigEp website to be used for recruitment, the form could help us gain

more information about potential new members and allow us to learn more relevant things about them. Lastly, the incoming VP Comm. wishes to use his flexible role to combat the issue of involvement, by meeting with one on one members if their attendance suffers.

Vice President of Campus Engagement

For Campus Engagement, there are four distinct goals that our upcoming VPCE wants to accomplish. First, we want to have a BuckeyeThon Team with 50 members and raise \$10,000 for Nationwide Children's Hospital. BuckeyeThon is Ohio State's largest student-run philanthropy that raises money for the Hematology, Oncology, and Bone Marrow Transplant floors of Nationwide Children's Hospital. As fraternity men seeking to serve our community and engage in the student life of our university, we feel it is essential to be top contributors to BuckeyeThon's goal of raising \$2 million For The Kids. So far, we have 49 team members and have already raised over \$4300. Another goal is to have every SigEp brother participate in at least one event during the Dr. Seuss Week of Service in the Spring. In the past, we have had the majority of brothers participate, but it would be a great achievement to get every single brother involved in the week. Next, we hope to collect over 2,000 pounds of food for the annual Very Sharey Canned Food Drive, which takes place in the fall. To accomplish this, it is important to flyer many houses ahead of time and work to collect from more neighborhoods in the greater Columbus Area. Lastly, our new VPCE seeks to create one unique service opportunity per month. This gives brothers who want to do extra service, for there are such brothers, the opportunity to serve an additional few times per year. Examples of places we plan to serve include the SON Ministries Kids Club, Faith Mission, the Ronald McDonald House, and Star House Columbus.

Vice President of the Residential Learning Community

The Vice President of the Residential Learning Community wishes to continue to promote the Chapter Home and the Fraternity as a positive environment to achieve academic, physical, and career goals. Also, he will create leadership seminars, current event discussions and debates, as well as multiple events that teach valuable out-of-classroom skills to promote learning and foster growth within the chapter home. Lastly, the VP of RLC wishes to use these events to make the chapter home a place where ideas can be shared and unity can grow.

10.3 Challenges Ahead

Looking ahead, we have a few key challenges which we need to overcome to ensure the security and success of Sigma Phi Epsilon at Ohio State.

Involvement

The first of these issues is involvement. There is no event that is safe from this issue. Member Development, Campus Engagement, Recruitment, and even Programming events all see a lack of brother attendance. This can likely be attributed to a few things. First, our brothers are busy. Whether it is with tough academics, jobs, or other campus clubs, our brothers are heavily involved. While we love that they are making an impact on our greater Ohio State and Columbus communities, we, as an executive board, still wish to have them attend SigEp events more often. To accomplish this, the upcoming board, especially the Chaplain, will reach out to brothers with low attendance in order to determine issues they face and how we can work with them to overcome such issues. Also, our VP of Programming has made it clear he would rather have fewer high quality events, rather than a high quantity of events. It is very easy to make too many SigEp events in a given week for busy brothers, so his plan would increase the attendance and ensure a better time for all involved. Another way we plan to combat a lack of involvement is by increasing the brother input with events. This is possible by sending out Google Forms to crowdsource ideas and following up events with another form to figure out

what brothers would change about an event and possibly why they would or would not go again in the future.

Accountability to Values and Commitment to The Chapter

Another issue that is a potential pitfall for Greek chapters is accountability. The incoming leaders of this chapter are very aware of this, as it is a commonly discussed topic. To address the issue, we will push accountability at every level. This means that the executive board will let one another as well as the chapter know about what initiatives and goals they have. Thus, the board members can keep one another diligent about achieving such goals and in turn begin the process of creating a new culture of accountability in Sigma Phi Epsilon. Furthermore, the rising leaders of SigEp will make sure to keep the pressure on brothers to follow our values and strive for excellence by reaching out to them personally to further foster an environment where brothers hold other brothers to their values.

10.4 Substance Free Housing

Finally, the Ohio Gamma Chapter of Sigma Phi Epsilon is championing the move to completely substance free housing over the next three years. Sigma Phi Epsilon has had a rich tradition of being different. Whether it has been in opening membership to minorities or to those who identify as transgender, or in eliminating hazing and the pledge model on a national level, Sigma Phi Epsilon has led the way among fraternities to provide a better, more wholesome experience for its members. In August 2017, SigEp undergraduates from across the country led an initiative and voted to approve national legislation mandating a move to substance free facilities for all SigEp chapters by August 2020.

Currently, all common areas at the Ohio Gamma Chapter facilities are completely substance free. However, members of age are allowed to have alcohol within their private rooms. Over the next three years, chapter leadership will be driving this move to substance free housing within our chapter facilities. This not only promotes an improved living-learning

environment, but also mitigates risk and provides a more wholesome experience for chapter members. As with leading any change, the key in creating a sustainable and lasting improvement is in communicating the importance of this change to members, and more importantly, reinforcing this policy on a consistent basis.

The coming change in moving to substance free housing has been communicated to all chapter members, and an implementation plan has been created by the chapter to ensure that the policy is on-time and properly reinforced. Moreover, as Ohio Gamma works through the challenges of leading this change, we seek to be a resource and model for other Greek chapters who seek to make this transition as well.

11 Appendix A: Calendars

11.1 Recruitment Calendar

Tentative Spring 2018 Recruitment Calendar	
Event	Date
BBQ Night	1/8/17
IFC Information Session	1/9/17
Poker Night (Invite Only)	1/10/17
Invite-only Dinner	1/11/17
White Room Ceremony	1/12/17
*A new recruitment class will be invited to join Sigma Phi Epsilon in February 2017. The February recruitment week will follow a similar structure.	

11.2 Member Development Calendar

Tentative Spring 2018 Calendar	
Event	Targeted Challenge
Sigma Sports Challenge	Sigma
Sigma/Phi "Speed Dating"	Sigma, Phi
Sigma/Epsilon Dinners	Sigma, Epsilon
Sigma Retreat	Sigma
Career Fair & Interview Prep	Sigma, Phi, Epsilon, Brother Mentor
Sigma Meetings	Sigma
Phight Night	Phi
Goal Setting	Phi
Phi Meetings	Phi
Phi Faith	Phi
Epsilon Talks	Epsilon
Epsilon Retreat	Epsilon
COSI After Dark	Epsilon, Brother Mentor
Epsilon Meetings	Epsilon
Wrist Watch/Wedding Ring Event	Epsilon, Brother Mentor

Salsa Dancing Event	Epsilon, Brother Mentor
Anheuser Busch Plant Tour	Epsilon, Brother Mentor
Epsilon 3v3 Basketball Tournament	Epsilon, Brother Mentor
Hoop of Steel	Sigma, Phi, Epsilon, Brother Mentor
Brother Mentor Retreat	Brother Mentor
Senior Dinner	Epsilon, Brother Mentor
Chapter Ski Retreat	Sigma, Phi, Epsilon, Brother Mentor
Chapter Retreat	Sigma, Phi, Epsilon, Brother Mentor
Nutrition Seminar	Sigma, Phi, Epsilon, Brother Mentor
Sound Body Test	Sigma, Phi, Epsilon, Brother Mentor

Tentative Fall 2018 Calendar	
Event	Targeted Challenge
Sigma Meetings	Sigma
Sigma/Epsilon Dinners	Sigma, Epsilon
Career Fair & Interview Prep	Sigma, Phi, Epsilon, Brother Mentor
Sigma Retreat	Sigma
Phi Fear	Sigma, Phi, Epsilon, Brother Mentor
Public Speaking Coaching	Phi
Phi Meetings	Phi
StrengthsQuest and Finding Your Passions	Phi
Yoga Event @ Art Museum	Phi
Driving Range Event/Golf Lessons	Epsilon, Brother Mentor
Poker/Blackjack Instructional Event	Epsilon, Brother Mentor
Epsilon Meetings	Epsilon
Epsilon Talks	Epsilon
Hoop of Steel	Sigma, Phi, Epsilon, Brother Mentor
Cooking After College	Sigma, Phi, Epsilon, Brother Mentor
Financial Wellness Coaching	Sigma, Phi, Epsilon, Brother Mentor
Chapter Retreat	Sigma, Phi, Epsilon, Brother Mentor
Balanced Leadership Success Series	Sigma, Phi, Epsilon, Brother Mentor

11.3 New Member Calendar

Sigma Sports Challenge (Jan 21, 2018)

- Sigmas are put into teams and compete in sporting events such as basketball, soccer, dodgeball. We rent out the ARC and normally have about 6 teams in a round robin tourney. Winners get some sort of prize (usually extra apparel as donated by brothers). Epsilons are asked to be coaches for teams.

Sigma Meetings (Weekly)

- Meetings to go over our history and to go over chapter structure, day to day, and communication avenues. Also go over how exec is structured, formed, and the responsibilities of each role along with standards board

Sigma-Phi Speed Dating (Mar 6, 2018)

- A great opportunity for new members to get to know older brothers through one on one conversations, leading to the exchanging of interests, passions, and even phone numbers. This is a platform for potential mentorship, as younger brothers usually choose a mentor within the first semester of their time in the fraternity.

Sigma-Epsilon Dinners (Feb 27-Mar 1, 2018)

- Sigmas have an opportunity to learn from some of the oldest members of the fraternity, and their experiences both at ohio state and their time in Sigma Phi Epsilon.

Sigma Retreat (Feb 16, 2018)

- Have a guest alumni speaker to talk about life after college and how you can take advantages of opportunities to put yourself into position to achieve goals in the future.
- Have a series of team building activities for the Sigmas to do in teams and compete for prizes. This creates a stronger bond between the Sigma class and adds value through stronger brotherhood.
- Talk about pillars of SigEp (VDBL) and also more about Sigma, Phi, and Epsilon Challenges, so they know what to expect throughout their time in Sigma Phi Epsilon and college.
- Talk about mentorship, how it is a two way street.
- Have a PTG (pass the gavel) for an open forum to talk openly about goals and brotherhood

*It may appear that the new member calendar is rather bare, the reason for that is that new members are treated with equal rights and responsibilities. Therefore, there is no need for extensive new member programming. They are included in all Chapter operations.

11.4 Total Calendar

A tentative calendar for the Spring 2018 semester is included at the end of this document.

12 Appendix B: Guide/Guidee Contract

Guide-Guidee Agreement

The following constitutes the agreed upon roles for this relationship and how those roles will be fulfilled between _____ (guide) and _____ (guidee).

Goals:

Sound Mind

Sound Body

Personal

Mentors:

What should mentorship look like?

What qualities are you looking for in a mentor?

What are you looking to get out of this relationship?

What are you going to provide in this relationship?

By signing below, I agree to hold my brother and guide/guidee accountable to the relationship agreed upon above. To the best of my ability I will strive to strengthen this relationship and challenge my brother to live up to his goals and aspirations.

_____	(Signature)	_____
(Guide)		(Guidee)
_____	(Date)	_____
_____	(Print)	_____

13 Appendix C: RLC Requirements

For a chapter facility to be approved as a Residential Learning Community, the following requirements must be met.

- A minimum GPA requirement for new members, at or above 2.75
- A chapter GPA consistently above 3.0 or the all-campus average.
- Regular and dedicated faculty fellow engagement with the chapter.
- Dedicated academic space in the chapter facility that is substance-free at all times.
- Dedicated and regularly-used academic space somewhere else on campus, for chapters that are un-housed.
- A committed and engaged AVC that can serve as a network of support for the RLC.
- A healthy and sustainable partnership with the host institution.
- A continuous development program that supports and challenges all members throughout their time in school.
- Letters of recommendation from the Greek advisor and faculty fellow.

14 Appendix D: Rights and Responsibilities of Brotherhood

See following pages for the Rights and Responsibilities of Brotherhood.

Article X: Right and Responsibilities of Brotherhood (RRB)

XII, Preamble

The Rights and Responsibilities of Brotherhood is a summation of the fraternity and chapter's expectations of all members. It is an uplifting statement of the standards to which our members hold themselves and their brothers. While the Standards Board plays the most direct role in ensuring the adherence of brothers to this article, members fulfill the most regular responsibility for correcting the wayward course of their brothers – as stated in the Creed of Sigma Phi Epsilon, "I believe I should be generous with the faults of a Brother, as I should wish him to be with mine." As such, brotherly love is not mere affection, but it is furthermore the act of loving one another enough to hold a fellow man to a higher standard. Members should endeavor to know and understand the ideals expressed in the Creed of Sigma Phi Epsilon and the Ritual of Sigma Phi Epsilon, especially the Oath of Obligation, and will try to incorporate the principles of Virtue, Diligence, and Brotherly Love into their daily lives.

All members should sign and return this document to the Chaplain upon receiving membership, thus signifying his understanding and acknowledgement of the high requirements of a Lifetime Responsibility of Brotherhood. This article should be reaffirmed, and amended if preferred, on an annual basis, by the brotherhood.

XII, Section One

Because the fraternity exists to uphold, develop, and strengthen the character of its members according to the values of Virtue, Diligence, and Brotherly Love, and because personal actions reflect not only on individuals, but upon the entire chapter and Greek-letter community as well, members shall exhibit responsible and respectful conduct at all times, at no times exhibiting "conduct unbecoming of a Sigma Phi Epsilon."

- a. There is to be no division between individual actions and actions taken in the capacity of a fraternity brother: every man is said to wear his letters as visibly and constantly as though they were emblazoned upon his own chest.
- b. Members acknowledge they are responsible for actions taken under the influence of alcohol or other substances, and that the misuse of those substances may well constitute improper conduct.
- c. Members shall not act in a manner that reflects poorly upon or brings disgrace to the chapter by the standards of the University or the larger community.
- d. Members shall be especially cognizant of their responsibilities when hosting an event or a guest, and shall recognize a special responsibility to act as gentlemen to females at all times.
- e. Members shall recognize that they differ from each other only in their knowledge and experience of the fraternity and will treat each other with respect. There shall be no physical, emotional, or mental hazing among members
- f. Members shall honor their Oath of Obligation, especially those clauses which pertain to keeping the secrecy of the fraternity's ritual and not bringing dishonor to the fraternity.

XII, Section Two

Consistent with the Creed of Sigma Phi Epsilon that that "group rights and privileges are based on individual rights and privileges" and that "obedience to the laws of my community and my country is essential to good citizenship", members shall not violate with impunity the risk management rules or policies of the chapter, fraternity, University, or community, especially those outlined in the "Statement on Chapter & Individual Responsibility."

XII, Section Three

Subject to the procedures and protections outlined in Article IV and others within these bylaws, members acknowledge the legitimacy and authority of the independent chapter Standards Board in making findings of fact regarding their actions and in issuing fair and just sanctions. Members agree to participate and abide by the processes and outcomes of its proceedings, or they may be subject to further sanction. Any member found

being dishonest or disingenuous to the Standards Board in written or oral communication or omission shall be sanctioned accordingly.

XII, Section Four

Congruent with the Balanced Man ideal of Sound Mind, members shall strive for academic achievement and will practice academic integrity.

- a. Members must achieve a grade-point average above the chapter minimum during the most recent full-time academic semester enrolled (not including summer semester), or he shall be placed on "Academic Probation" and thus subject to the provisions of the Standards Board Academic Plan.
- b. Chapter minimum: 2.85 GPA in the fall of 2014, 2.9 in the spring of 2015, a 2.95 in the fall of 2015, and a 3.0 in the spring of 2016. A 3.0 in all subsequent semesters.
- c. Should a member's grade-point average in a single semester fall below a 2.0, or should he achieve a grade-point average below 2.8 for two out of three consecutive semesters, he shall be subject to expulsion by the Standards Board, unless three officers of the Standards Board vote to sanction him in another way.
- d. Elected officers of the fraternity must maintain a minimum cumulative chapter grade-point average of a 3.0.

XII, Section Five

Congruent with the Balanced Man ideal of Sound Body, members shall strive to have a Sound Body.

- a. Members must complete the Sound Body Test, designed and administered by the Vice President of Membership Development and his Cabinet, once per semester. The Sound Body Chairman must offer at least one alternate testing date for those who missed the first.
- b. Members must also complete one additional Sound Body-related event each semester for the purpose of bettering one's health and fitness alongside brothers. The Vice President of Member Development shall offer guidelines on approved events, make available opportunities for meeting this expectation, and arrange special circumstances for brothers with unique circumstances or to meet chapter goals. Brothers seeking to use participation on a chapter intramural team to meet this requirement must not have missed more than one game per season.
- c. Members who are not excused by the Senior Marshall or Sound Body Chairman will be fined \$20 for nonparticipation per event. Those not meeting the aggregate score of 33 on the Sound Body test, calculated by rubric attached to the bylaws, shall work with the Sound Body Chairman to receive guidance on improving their health.

XII, Section Six

As stated by the Creed that "Believing that my fraternity can be no greater than any of its members, I shall strive to make it so high and so worthy that men will consider it an honor and privilege to belong to it and will strive to be admitted to it" and that "to be a good member I must be loyal to my Fraternity. In order to be loyal to it, I must love it. In order to love it, I must strive constantly to make it worthy of my love," the chapter will require the contribution of the time and energy of its members for the effective operation of its events and programs. Members must engage in weekly chapter meetings, Ritual, and other activities.

- a. Attendance at weekly chapter meeting is mandatory, but brothers may petition the Senior Marshall of the Standards Board to excuse an absence with at least 24-hour notice. Members requesting multiple or chronic absences must include documentation.
- b. Each semester, members may miss three chapter meetings per semester, which are automatically excused, for brothers to use for work, studying, last-minute emergencies, personal reasons, professional development, co-curricular obligations, etc. This does not extend to weekly chapter meetings where Rites of Passage are being performed (those absences must be specifically excused).
- c. The first two unexcused absences after the first excused three shall earn a \$20 fine each. The third unexcused absence shall result in a hearing with the Standards Board. They may levy a sanction for him to perform a task laid out for him by the Chaplain as a means of contributing to the chapter that time and energy which he failed to do previously, or render a more serious sanction if he is found lacking in commitment to the fraternity.

- a. The Senior Marshall must specifically excuse absences at the Epsilon Rite of Passage seven days in advance; unexcused absences carry a \$75 fine.
- b. From time to time, the executive board may make attendance mandatory at certain events to meet university or fraternity requirements or for individual or chapter development. In these cases, they may mandate attendance at certain events, or offer brothers a choice from multiple events. In all cases, at least 30 days' notice must be given to the chapter from the time of the events, and the fine per event for an unexcused absence shall be \$20.
 - a. Once a semester, each brother may be called upon to attend an event in a support capacity. At the beginning of the semester or at midpoints within it, the Vice President of Programming will distribute an events calendar. Beginning with seniors and proceeding downward by rank, each brother will be asked to select one volunteer slot to serve as a sober monitor, as clean-up or set-up crew, or in another work-related role. At the end of the volunteering period, the remaining volunteer positions will be randomly assigned to the brothers that have not volunteered, beginning with the lowest rank. The Vice President of Programming may move or reassign members between events to ensure social events are well staffed with brothers of mature age.
 - b. Per this chapter's adoption of the Balanced Man Program, all members must engage with the Challenges of membership. For Sigmas, attendance shall be considered mandatory at events according to the discretion of the Sigma Coordinators, who determine passage to the Phi Challenge, but no fines will be levied (rather, members deemed not to have participated enough shall not pass to Phi). Phis must attend at least two Phi Challenge events of their choice per semester, as determined by the Phi Coordinators, or face a \$20 fine per event missed. Epsilons must attend at least one Epsilon event of their choice per semester, as determined by the Phi Coordinators, or face a \$20 fine that semester.

XII, Section Seven

Consistent with the Creed's statement "that a man will be made better for having been a member of my Fraternity," and with the charter of the first Sigma Phi Epsilon chapter which stated the fraternity's purpose shall be "to intensify and perpetuate friendship and promote happiness among its members, to encourage literature and education, and to create such sentiments, mold such opinions, and perform such deeds as shall conduce to the building of a noble and pure manhood," Sigma Phi Epsilon sets forth the multi-stage Balanced Man Program as the foundation of the chapter.

- a. Upon acceptance of a bid of membership, a man shall be inducted into the Sigma Rite of Passage. The Sigma Challenge shall serve to orient the new member to campus, to the Greek Community, and to Sigma Phi Epsilon. The Sigma shall learn the customs, operations, language, history, values, and dynamics of the Ohio Gamma chapter, the national fraternity, and the Greek Community as a whole. The Sigma shall also engage in any skill-building necessary to thrive in the challenging environment of fraternal life and shall build relationships with his fellow brothers. To complete the challenge, he shall pass an interview with the Sigma Coordinators, who shall examine his knowledge of the chapter, the fraternity, and the Greek Community, his relationship with his brothers, his successful integration with the chapter (selection of a mentor and demonstrated involvement) and plan for further involvement, and his familiarity with the Creed of Sigma Phi Epsilon.
- b. Upon passage of the Phi Interview and performance of the Phi Rite of Passage, a man shall be instated into the Phi Challenge. The Phi Challenge shall serve to be a time of great personal growth, facilitated by the individual but coordinated by the chapter. A man will be expected to expose himself to diverse experiences and perspectives, begin to assume leadership roles, gain self-awareness, and demonstrate the ability to be a role model to others. To complete the challenge, he shall pass an interview with the Vice President of Member Development, with the advice and consent of Epsilons and with recommendation from the Phi Coordinators. He shall be examined as to the significant contributions he has made to the chapter both through chapter operations and through mentorship/guideship, how he has involved himself in the co-curriculum of campus and the community, his deep understanding of himself, his beliefs, and his journey of personal development, his professional aspirations and ambitions, and his familiarity with the Oath of Obligation of Sigma Phi Epsilon.
- c. Upon passage of the Epsilon Interview and performance of the Epsilon Rite of Passage, a man shall be initiated into the Epsilon Challenge. The Epsilon Challenge shall be an outlet for service to the chapter, the campus, and the community and shall serve to prepare a man for success after graduation, bridging the gap

between college and the “real world.” Brothers in Epsilon are expected to seek out younger men and act in an approachable and friendly manner, continually seek opportunities for personal development, and consistently and diligently deepen their relationship with their fellow brothers and the fraternity. They are expected to be living role models of the loftiest interpretation of the values and principles of Sigma Phi Epsilon.

d. The Brother Mentors for entrance into their challenge may select those who best exemplify the ideals of the Ritual and forge a compelling and right path through the fraternity without disruption. Upon selection by the existing Brother Mentors, and performance of the Brother Mentor Rite of Passage, a man shall be elevated into this challenge. Brother Mentors are charged with the task of guiding the chapter in some way that the individual sees fit. They each undertake one specific goal that serves the purpose of helping their brothers adapt, grow, learn, or experience life in a way they would otherwise not have been able to do. The Brother Mentors may, when called upon, advise the Standards and Executive Boards in times of need.

e. No member may progress from one Challenge to another if he did not meet or was not properly excused from the Sound Body standard, or if he was on academic probation, in that semester (or, if interviews precede the determination of Sound Mind and Sound Body standards, then the previous semester).

f. The Vice President of Membership shall be responsible for enforcing the “membership lapsing policy”: a member has one semester (given two chances to interview) to complete the Sigma Challenge and enter the Phi Challenge, or he shall meet with a member of the Standards Board to work out a plan for completion; if found unwilling or unable to do so, he shall face departure from the chapter upon his own volition or by order of the full Standards Board. A Phi shall have a maximum of four semesters to complete the Phi Challenge, or he shall endure a Standards Board hearing to determine adequate progress, inquire as to the cause of his tardiness, and decide as to his worthiness to continue as a member.

XII, Section Eight

Fraternity membership being a privilege which endows its sons with many benefits, it is the obligation of members to use the chapter for the promotion of the good of the community and campus. Members must thus engage in community service and philanthropic activities.

a. Members must attend three community service events each semester, either in coordination with the chapter and campus or on one’s own. The Vice President of Campus Engagement shall offer guidelines on approved events, make available opportunities for meeting this expectation, and arrange special circumstances for brothers with unique circumstances or to meet chapter goals.

b. Members who are not excused by the Senior Marshall or Vice President of Campus Engagement will be fined \$20 for nonparticipation, per event. Members who do not complete any of the three events shall incur a hearing with the Standards Board. They may levy a sanction for him to perform a task laid out for him by the Chaplain as a means of contributing to the campus and community that time and energy which he failed to do previously, or render a more serious sanction if he is found lacking in commitment to the fraternity.

XII, Section Nine

The right of the chapter Vice President of Finance to work out individual payment plans notwithstanding, members must pay all financial obligations promptly, including, but not limited to: member dues, parlor fees, fines, rent, meal plan costs, elected purchases, and any others agreed to and assessed in accordance with these bylaws and the chapter.

a. The Standards Board shall suspend any member who has not paid a financial obligation within 30 days from the date imposed.

b. The Standards Board shall expel any member who has not paid a financial obligation within 60 days from the date imposed.

XII, Section Ten

Members shall respect any and all facilities and property associated with the chapter. They shall follow all rules associated with the chapter house, written by the Vice President of Residential Learning Community and approved by the chapter or executive board via resolution.

a. Members are responsible for up to 150% of damage caused by their actions. They are also responsible for the actions of their guests.

b. Members may not use or bring illegal drugs onto the premises. Doing so shall be grounds for suspension or expulsion by the Standards Board.

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	To Be Scheduled/Notes
ROUGH DRAFT. EVENTS NOT FINALIZED								
Week 1	Jan 7	8	9	10	11	12	13	
January		CFB Championship						
		First Day of Classes						
<i>President</i>	Exec	Chapter at 7pm						
<i>Programming</i>		Meeting @ 8:00pm				White Room Welcome at the Varsity Club	Brotherhood Event	
<i>Recruitment</i>	BMS Celebration	CFP Watch Party	Wing Night at SigEp House	Poker/White Room #1	Bowling Recruitment Event	White Room #2		
<i>MD</i>								
<i>Chaplain</i>								
<i>CE</i>								
<i>RLC</i>								
Week 2	14	15	16	17	18	19	20	
January		MLK Day - No Class						
<i>President</i>	Possible Retreat & Exec	Exec Transition						*Retreat could be weekend before too
<i>Programming</i>	Brotherhood Event?	Chapter Dinner			Social (Nurses and Patients)			DOK
<i>Recruitment</i>				Meeting at 7:30				
<i>MD</i>	MD meeting						Sigma Meeting, Phi Goal setting meeting	
<i>Chaplain</i>		Sigma ROP						
<i>CE</i>		Meeting @ 6:30pm					BuckeyeThon Canning	
<i>RLC</i>				Family Feud Event		Chapter Casino Night?		
Week 3	21	22	23	24	25	26	27	
January		PHA Bid Night						
<i>President</i>	Exec Before Sigma Sports Challenge	Chapter						
<i>Programming</i>		Meeting @ 8:00pm				Social (Wilderness)	Social (Beach)	AXiD Fri. Tridelt Sat.
<i>Recruitment</i>				Meeting at 7:30				
<i>MD</i>	Sigma Sports Challenge, MD meeting			Matt Inniger and Brandon Simon Fitness/Nutrition Seminar				
<i>Chaplain</i>		Phi ROP						
<i>CE</i>		Meeting @ 6:30pm	SigEp Serve					
<i>RLC</i>	Momma K Dinner							
Week 4	28	29	30	31	Feb 1	2	3	

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	To Be Scheduled/Notes
January								
<i>President</i>	Exec	Chapter						
<i>Programming</i>		Meeting @ 8:00pm			Social (Weird theme)		Semi Formal	Kappa Delta
<i>Recruitment</i>				Possible Recruitment Event				
<i>MD</i>	BM event, MD meeting							
<i>Chaplain</i>								
<i>CE</i>		Meeting @ 6:30pm						
<i>RLC</i>				RLC Life Skills Event				
<i>Finance</i>			Financial Wellness Program # 1					
<i>Week 5</i>	4	5	6	7	8	9	10	
February	Super Bowl					Buckeyethon	Buckeyethon	
<i>President</i>	Exec	Chapter						Backup Ski Retreat day the 11th
<i>Programming</i>		Meeting @ 8:00pm			BuckeyeThon Social			Chi O
<i>Recruitment</i>	Super Bowl Watch Party	White Room #3						February class
<i>MD</i>		Epsilon Discussions	Epsilon Discussions	Sound Mind event	Epsilon Discussions			
<i>Chaplain</i>		Sigma ROP						
<i>CE</i>		Meeting @ 6:30pm				Buckeyethon	Buckeyethon	
<i>RLC</i>								RLC Event
<i>Week 6</i>	11	12	13	14	15	16	17	
February								
<i>President</i>	Exec	Chapter						
<i>Programming</i>		Meeting @ 8:00pm	Start Serenades?		Social		Mom Prom	Theta
<i>Recruitment</i>				Meeting at 7:30				
<i>MD</i>	Ski Retreat, MD meeting	Epsilon Discussions	Epsilon Discussions	Epsilon Discussion	Epsilon Discussions	Sigma Retreat, Phi Fight Night		
<i>Chaplain</i>								Move E Rop
<i>CE</i>		Meeting @ 6:30pm	Service w/ Theta?					
<i>RLC</i>				RLC Event?				
<i>Week 7</i>	18	19	20	21	22	23	24	
February						Carlson Leadership Academy	Carlson Leadership Academy	
<i>President</i>	Exec	Chapter						Should get a speaker at chapter this week?
<i>Programming</i>		Meeting @ 8:00pm		Wine Night				Alpha Chi?
<i>Recruitment</i>				Recruitment Meeting				
<i>MD</i>		Career Fair Prep event	Phi Faith		Epsilon/BM COSI after dark			
<i>Chaplain</i>	EROP							

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	To Be Scheduled/Notes
Chaplain								
CE		Meeting @ 6:30pm						
RLC			MOB Wedding					Some type of event in connection to Mob week?
Week 12	25	26	27	28	29	30	31	
March								
President	Exec	Chapter						
Programming		Meeting @ 8:00pm			Social			Pi Phi?
Recruitment				Meeting at 7:30				
MD	MD meeting	Sound Body Test	Epsilon Discussions	Epsilon Discussions	Epsilon Discussions		Epsilon Retreat & Brother Mentor Retreat	
Chaplain						Epsilon ROP		
CE								
RLC								
Week 13	Apr 1	2	3	4	5	6	7	
April		Greek Week?	Greek Week?	Greek Week?	Greek Week?	Greek Week?	Greek Week?	
President	Exec	Chapter						
Programming		Meeting @ 8:00pm				Variety Show	Safari	
Recruitment				Meeting at 7:30				
MD	MD meeting				BM Life after College event			
Chaplain								
CE		Meeting @ 6:30pm						
RLC								Learn How to Dance Event
Week 14	8	9	10	11	12	13	14	
April								
President	Exec	Chapter						
Programming		Chapter Dinner			Social			DG?
Recruitment				Meeting at 7:30				
MD	Epsilon Talks , MD meeting			Therapy Dogs Sound Mind event				
Chaplain		Phi ROP						
CE								
RLC								
Finance			Financial Wellness Program # 3					
Week 15	15	16	17	18	19	20	21	
April	Easter	Senior Week	Senior Week	Senior Week	Senior Week	Senior Week		
President	x	Chapter						

